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A study of 1988-1989 beginning offers

CPC $alary $urvey

January 1989

College Placement Council, Inc. • 62 Highland Avenue • Bethlehem, PA 18017

The preliminary *Salary Survey* report for the 1988-89 academic year contains few surprises. Most notable is the reflection of the still developing crunch in supply/demand for chemical engineers. For the first time, the dollar value of offers to Chem. E.'s tops that of petroleum engineers, who have traditionally led the field. CPC's Field Services coordinators report that the demand for the limited supply of chemical engineers shows no sign of slackening.

The January report is compiled from those offers received by CPC from the reporting network of 418 participating college career planning and placement offices. Since the survey has been greatly expanded this year, and a new reporting system installed, many of the data sources have not yet contributed salary figures.

As a consequence, many of the disciplines have not as yet accumulated a statistically significant data base. However, the early indicators show modest increases in salary offers since the September 1988 report in the more heavily recruited disciplines of accounting, mechanical and chemical engineering, engineering technology, and allied health.

Looking at the groups of related disciplines, business and engineering graduates are receiving modestly higher offers compared with September 1988, while offers in the humanities and social sciences, communications, and sciences are somewhat lower than in the 1987-88 year-end report.

Several new groups of disciplines make their first appearance with this report: education, agriculture and natural resources, computer sciences, and health sciences. Salary offers to these disciplines were formerly included in other curricula or were not reported.

Also new to the report this year is a table of job functions by bachelor's-degree curricula. It provides a breakdown of average starting salary offers to graduates by discipline and functional area. The table appears on pages 18 - 33.

The CPC *Salary Survey* January report covers the period from September 1, 1988, to January 9, 1989. The data include offers extended to students graduating between September 1, 1988, and August 31, 1989. Additional copies of this report are available to CPC members and *Salary Survey* subscribers for $2 each.

Dawn Oberman
Statistical Services Specialist

SCOPE AND NATURE OF THE SURVEY

The scope, nature, and coverage of the CPC ***Salary Survey*** are particularly important to the interpretation and proper use of the statistics.

The study surveys a fairly consistent population which includes 418 career planning placement offices of colleges and universities across the United States. Offers are reported from employing organizations in business, industry, government, and non profit and educational organizations. The offers are base starting salary offers and do not include fringe benefits or overtime. The data cover a broad range of functional positions. Confidentiality is maintained for the individual, the college, and the employer.

The ***Survey*** reports offers, not acceptances, with no limit on the number of offers per student. Therefore, offers in the study cannot be equated with actual hires, and when the economic climate changes substantially, the ratio of hires usually changes also, making comparison with other years no longer valid. In those categories where offers are relatively few, the data should only be regarded as an indication.

The ***Survey*** is available only to members of the College Placement Council and ***Salary Survey*** subscribers and is intended for the professional use of its constituents. Reports are issued in January, March, July, and September.

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AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1988	Percentiles		
	January 1989	January 1989	September 1988		90th	50th	10th
Business							
Accounting	770	**$24,342**	$24,000	1.4%	$27,500	$24,998	$19,500
Business Administration (incl. Management Science)	175	**20,942**	21,456	-2.4	27,000	20,000	16,000
Distribution Management	10	**24,058**	N/A	N/A	*	*	*
Economics & Finance (incl. Banking)	168	**22,912**	N/A	N/A	26,500	23,500	18,000
Hotel/Restaurant Management	51	**19,376**	20,124	-3.7	21,176	19,000	17,500
Human Resources (incl. Labor Relations)	12	**22,915**	20,316	*	*	*	*
Management Information Systems	87	**26,003**	24,864	4.6	29,400	26,010	23,500
Marketing/Marketing Management (incl. Research)	197	**21,732**	N/A	N/A	25,800	21,192	17,500
Real Estate	6	**22,788**	N/A	N/A	*	*	*
Communications							
Advertising	9	**19,499**	19,380	*	*	*	*
Communications	40	**19,547**	20,220	-3.3	26,000	19,000	14,000
Journalism	23	**18,275**	18,372	-0.5	20,000	17,928	14,500
Telecommunications/Broadcasting	5	**13,355**	N/A	N/A	*	*	*
Education							
Elementary Education	58	**17,735**	N/A	N/A	21,000	17,750	13,080
Pre-Elementary Education	3	**12,653**	N/A	N/A	*	*	*
Physical Education	8	**19,759**	N/A	N/A	*	*	*
Special Education	13	**20,408**	N/A	N/A	*	*	*
Home Economics							
Human Ecology	10	**16,750**	N/A	N/A	*	*	*
Textiles & Clothing	11	**16,924**	N/A	N/A	*	*	*
Merchandising Management	3	**18,167**	N/A	N/A	*	*	*
Humanities & Social Sciences							
Foreign Languages	8	**19,650**	N/A	N/A	*	*	*
Letters	28	**19,155**	20,664	-7.3	23,000	19,250	15,000
Visual & Performing Arts	16	**14,486**	N/A	N/A	*	*	*
Humanities-Other	20	**23,161**	19,464	19.0	32,000	20,000	15,000
Criminal Justice	16	**19,465**	19,512	*	*	*	*
History	6	**17,020**	22,848	*	*	*	*
Political Science/Government	17	**19,732**	N/A *	N/A	*	*	*
Psychology	31	**16,962**	20,592	-17.6	21,000	17,000	12,000
Sociology	12	**19,560**	N/A	N/A	*	*	*
Social Sciences-Other	23	**19,084**	N/A	N/A	22,008	19,000	14,800
Engineering							
Aerospace & Aeronautical	27	**28,485**	28,176	1.1	31,700	29,040	24,342
Agricultural	3	**19,787**	25,020	*	*	*	*
Architectural	5	**22,375**	N/A	N/A	*	*	*
Bioengineering & Biomedical	3	**28,153**	28,272	*	*	*	*
Chemical	114	**32,376**	30,996	4.5	35,000	32,760	30,000
Civil	110	**25,308**	25,596	-1.1	28,000	25,200	22,932

N/A - No historic data available
* Not computed for fewer than 20 offers

Continued . . .

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1988	Percentiles		
	January 1989	January 1989	September 1988		90th	50th	10th
Continued . . .							
Computer	20	$ 28,704	N/A	N/A	$32,100	$29,950	$24,000
Electrical	260	29,591	N/A	N/A	33,000	30,000	25,000
Industrial	43	28,455	28,476	-0.1	31,200	28,800	25,000
Mechanical	288	29,753	29,388	1.2	33,000	30,000	25,836
Metallurgical	9	29,666	29,448	*	*	*	*
Mining	2	24,936	N/A	N/A	*	*	*
Nuclear	1	30,000	28,740	*	*	*	*
Petroleum	31	29,706	32,016	-7.2	36,000	28,000	24,000
Textile	3	27,333	N/A	N/A	*	*	*
Engineering Technology	81	28,919	27,396	5.6	33,000	28,000	23,000
Industrial Technology	11	26,338	N/A	N/A	*	*	*
Agriculture & Natural Resources							
Agribusiness	15	20,135	N/A	N/A	*	*	*
Animal Sciences	5	19,380	N/A	N/A	*	*	*
Plant Sciences	3	18,167	N/A	N/A	*	*	*
Natural Resources	1	22,800	19,932	*	*	*	*
Other Agricultural Sciences	7	20,351	N/A	N/A	*	*	*
Computer Sciences							
Computer Science	152	26,648	N/A	N/A	31,830	27,500	20,160
Computer Programming	19	26,329	N/A	N/A	*	*	*
Information Sciences & Systems	30	25,411	N/A	N/A	32,000	26,300	19,872
Systems Analysis	7	28,228	N/A	N/A	*	*	*
Health Sciences							
Allied Health	39	23,901	22,536	6.1	28,000	24,000	19,000
Health Sciences	17	18,022	N/A	N/A	*	*	*
Nursing	73	23,259	23,652	-1.7	29,023	22,500	18,000
Pharmacy	50	36,583	24,356	50.2	41,000	41,000[1]	26,232
Sciences							
Actuarial	5	31,560	N/A	N/A	*	*	*
Architectural & Environmental Design	10	23,592	15,600	*	*	*	*
Biological	13	18,930	20,364	*	*	*	*
Chemistry	20	25,338	26,004	-2.6	30,500	27,060	16,000
Geoligical	3	22,720	N/A	N/A	*	*	*
Mathematics (incl. Statistics)	33	23,141	N/A	N/A	30,000	24,000	16,500
Physics	+	+	27,816				
Other Physical & Earth Sciences	3	21,308	21,216	*	*	*	*
	3,352						

N/A - No historic data available
* Not computed for fewer than 20 offers.
+ No offers reported.
1 90th and 50th percentiles are the same because of the number of offers for that salary

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1988	Percentiles		
	January 1989	January 1989	September 1988		90th	50th	10th
Finance							
Accounting (Public)	632	$24,547	N/A	N/A	$27,500	$25,000	$21,000
Accounting (Private)	146	22,756	N/A	N/A	26,000	23,500	17,880
Commercial Banking (Consumer)	26	21,544	N/A	N/A	25,500	21,400	18,000
Commercial Banking (Lending)	14	20,071	N/A	N/A	*	*	*
Investment Banking (Corporate Finance)	7	23,371	N/A	N/A	*	*	*
Investment Banking (Mergers & Acquisitions)	1	34,200	N/A	N/A	*	*	*
Investment Banking (Real Estate)	3	17,333	N/A	N/A	*	*	*
Investment Banking (Sales & Trading)	3	20,835	N/A	N/A	*	*	*
Financial/Treasury Analysis	54	23,379	N/A	N/A	26,500	24,000	18,600
Portfolio Management/Brokerage	5	24,500	N/A	N/A	*	*	*
Underwriting	16	20,923	N/A	N/A	*	*	*
Marketing							
Advertising	7	16,361	N/A	N/A	*	*	*
Brand/Product Management	39	23,029	N/A	N/A	29,500	23,800	18,000
Buyer/Merchandising	47	21,522	N/A	N/A	24,912	21,600	18,700
Market Research	16	21,437	N/A	N/A	*	*	*
Sales	206	22,362	N/A	N/A	30,000	22,000	16,000
Communications							
Design/Graphic Arts	14	23,598	N/A	N/A	*	*	*
Media Planning	7	18,464	N/A	N/A	*	*	*
On-Air Reporting	1	20,000	N/A	N/A	*	*	*
Production	7	19,571	N/A	N/A	*	*	*
Public Relations	25	17,779	N/A	N/A	21,880	16,992	13,500
Writing/Editing	16	16,188	N/A	N/A	*	*	*
Public Administration							
Executive, Legislative, & General	7	16,841	N/A	N/A	*	*	*
Finance, Taxation, Monetary Policy	9	20,497	N/A	N/A	*	*	*
Economic Programs	3	18,989	N/A	N/A	*	*	*
Law Enforcement	21	20,551	$20,700	-0.7%	24,000	18,500	16,851
Military	32	21,460	N/A	N/A	25,992	20,000	16,800
National Security	4	17,148	N/A	N/A	*	*	*
Urban/Regional Planning	3	21,160	N/A	N/A	*	*	*
Social Services							
Administration	18	21,987	N/A	N/A	*	*	*
Counseling	12	16,265	N/A	N/A	*	*	*
Fundraising/Development	1	23,500	N/A	N/A	*	*	*
Social Work	13	19,008	N/A	N/A	*	*	*
Engineering							
Bioengineering	2	22,650	N/A	N/A	*	*	*
Design/Construct	214	28,003	N/A	N/A	33,000	28,536	23,004
Environmental/Sanitation	27	26,907	N/A	N/A	30,000	27,492	24,000
Manufacturing/Industrial	258	29,883	N/A	N/A	33,000	30,000	25,300
Systems/Programming	37	29,606	N/A	N/A	32,800	30,000	25,000
Power Systems	19	28,969	N/A	N/A	*	*	*
Software Design & Development	39	29,259	N/A	N/A	32,000	30,000	25,000
Hardware Design & Development	35	30,192	N/A	N/A	33,000	30,000	27,718
Research & Development	88	29,414	N/A	N/A	34,000	30,000	24,000
Testing	45	26,972	N/A	N/A	31,716	27,000	20,500
Process Engineering	155	31,076	N/A	N/A	35,400	31,608	26,000
Other Engineering	51	30,058	N/A	N/A	33,000	30,000	25,000

N/A - No historic data available

* Not computed for fewer than 20 offers

Continued . . .

AVERAGE YEARLY SALARY OFFERS

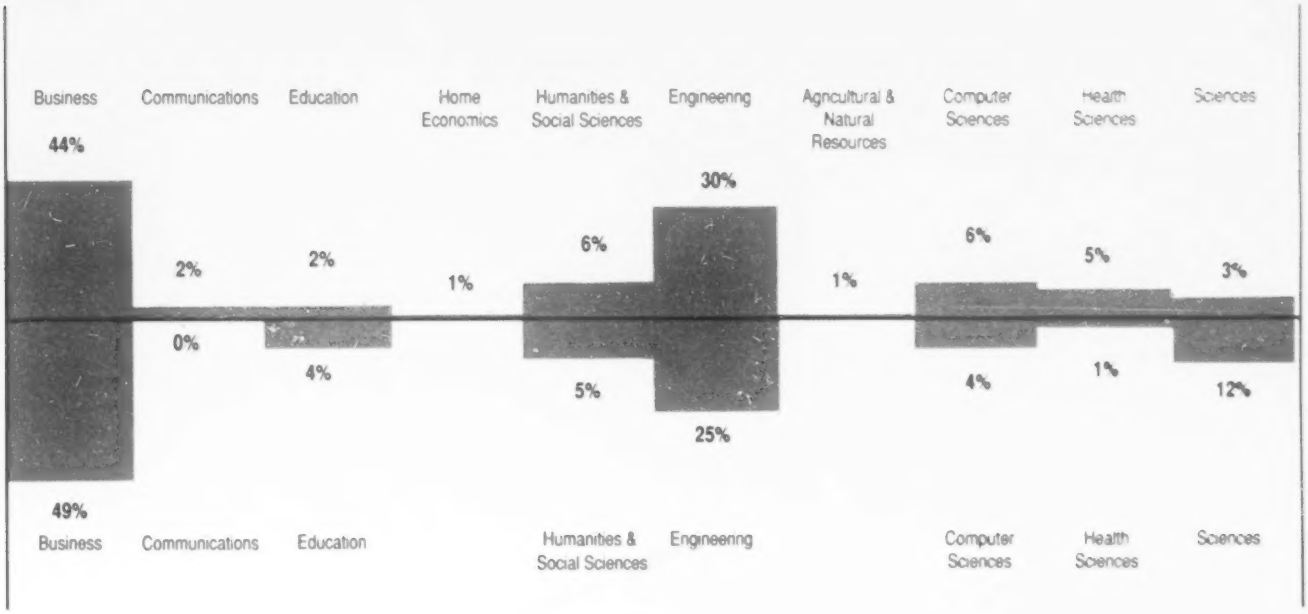
Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers January 1989	Average $ Offer January 1989	Average $ Offer September 1988	Percent Change in $ Offers from September 1988	Percentiles 90th	Percentiles 50th	Percentiles 10th
Continued . . .							
Computer Science							
Computer Programming	124	**$25,572**	$26,892	-4.9	$31,000	$26,000	$19,980
Information Systems	77	**26,307**	N/A	N/A	30,000	26,400	24,000
Systems Analysis & Design	62	**26,945**	N/A	N/A	30,000	27,062	21,500
Other Functional Areas							
Actuarial	8	**29,291**	N/A	N/A	*	*	*
Agricultural/Natural Resources	10	**20,516**	19,728	*	*	*	*
Architecture	17	**21,952**	N/A	N/A	*	*	*
Consulting	59	**25,026**	26,988	-7.3	30,900	26,000	18,000
Human Resources/Industrial Relations	39	**22,206**	20,076	10.6	30,000	20,000	15,738
Management Trainee	255	**20,809**	20,892	-0.4	27,000	20,000	17,000
Mathematician/Statistician	7	**20,877**	N/A	N/A	*	*	*
Nurses/Personal Care	70	**23,377**	23,760	-1.6	30,000	22,690	18,000
Other Health Related	113	**28,241**	28,392	-0.5	41,000	26,500	17,500
Paralegal	2	**20,460**	N/A	N/A	*	*	*
Performing Arts (Entertainment)	3	**15,000**	N/A	N/A	*	*	*
Research (Nontechnical)	5	**22,552**	24,228	*	*	*	*
Research (Technical)	10	**20,115**	25,404	*	*	*	*
Teaching	106	**18,429**	N/A	N/A	22,400	18,050	13,080
	3,352						

PROPORTION OF OFFERS BY CURRICULAR AREA

Bachelor's Degree Candidates
Total Offers = 3,352



Master's Degree Candidates (Inexperienced)
Total Offers = 288

Beginning salary offers to all candidates by curriculum and employer

This diagram indicates arrangement of data in blocks:

Average	$25,000	500
90th Percentile	$27,000	
10th Percentile	$23,000	

Number of Offers

SERVICE EMPLOYERS

Bachelor's Degree Curriculum	Public Accounting	Advertising	Architectural Engineering Design	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Financial Services	Hospitality (Amusement/Recreation/Fast Food)	Hospitality (Hotels/Motels/Full-Service Restaurants)	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/Security Services	Publishing	Real Estate
Accounting	$24,910 $26,000 $22,000 607			$26,142 7	$14,200 1	$23,933 3	$18,200 4	$28,000 3	$22,233 3		$19,200 3	$20,581 8		$22,461 8	$30,000 2		$24,000 2	$23,800 1
Business Administration (incl. Management Science)	$23,298 13	$13,450 1		$18,486 7	$27,500 1	$17,600 6	$20,177 8	$21,667 3	$22,500 5	$17,767 3	$19,028 2	$23,433 13		$18,891 33 $21,000 $15,000	$19,900 2		$18,533 3	$21,500 2
Distribution Management						$28,500 1												
Economics & Finance (incl. Banking)	$22,716 8			$22,308 34 $25,000 $18,000	$19,330 2	$21,600 1	$28,249 4	$24,563 8	$20,693 14	$23,868 4	$18,900 2	$21,450 9		$20,977 10				
Hotel/Restaurant Management										$19,613 6	$19,079 39 $20,800 $17,500			$21,176 1				
Human Resources (incl. Labor Relations)												$18,000 1		$19,733 3				$15,800 1
Management Information Systems	$27,261 9			$20,000 1	$20,000 1		$25,600 9	$26,000 1				$24,946 12		$25,463 4				
Marketing/Marketing Management (incl. Research)	$22,750 2	$16,000 1		$19,142 7	$20,001 4	$24,875 4	$23,000 3		$20,150 4	$20,200 5	$25,240 5	$20,336 14		$21,481 56 $25,500 $18,000	$21,511 5		$19,780 3	
Real Estate																		$18,000 1
Advertising		$16,000 1	$21,794 2											$18,200 4				
Communications		$17,000 1		$10,740 1		$15,000 3			$18,125 2	$19,000 2	$18,167 3			$20,337 6	$23,508 1	$34,000 1		$13,500 1
Journalism				$14,000 1		$16,770 6			$19,000 1			$17,928 1		$17,275 4		$20,000 1	$19,000 1	
Telecommunications Broadcasting						$13,625 4												
Elementary Education														$20,000 1				
Pre-Elementary Education																		
Physical Education																		
Special Education																		

Continued

	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architectural Engineering Design	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Financial Services	Hospitality (Amusement/ Recreation/ Fast-Food)	Hospitality (Hotels/Motels/Full-Service Restaurants)	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing	Real Estate
Human Ecology								$14,000 1	$18,300 1									
Textiles & Clothing														$12,720 2				
Merchandising Management														$18,167 3				
Foreign Languages						$20,000 2												
Letters				$17,500 2		$15,000 3	$21,750 2		$19,000 1					$20,107 3	$31,000 1		$12,800 2	
Visual & Performing Arts		$10,224 1	$13,520 1	$16,800 1		$14,460 2		$10,000 1		$13,000 1								$15,380 1
Humanities-Other				$18,200 1		$18,000 1			$22,000 1			$22,680 1	$27,000 1		$18,000 1			
Criminal Justice								$22,500 1	$35,000 1			$22,000 1	$13,920 1	$14,792 2		$18,500 1		
History			$12,500 1											$11,000 1				
Political Science/ Government												$15,000 1		$22,800 2				
Psychology										$20,000 1	$10,000 1	$20,500 2		$14,700 5			$12,000 1	
Sociology				$18,200 2														
Social Sciences-Other							$20,016 1			$16,800 1				$18,399 7				
Aerospace & Aeronautical Engineering																		
Agricultural Engineering			$15,360 1															
Architectural Engineering			$21,039 4															
Bioengineering & Biomedical Engineering																		
Chemical Engineering								$31,800 6										
Civil Engineering			$22,617 7					$24,799 16								$24,400 2		

Continued

	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architectural Engineering Design	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Financial Services	Hospitality Amusement / Recreation / Fast-Food	Hospitality Hotels, Motels / Full Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective / Security Services	Publishing	Real Estate
Computer Engineering							$29,000 1							$22,000 1				
Electrical Engineering	$26,250 2					$30,700 7	$31,000 2	$25,499 5										
Industrial Engineering	$28,600 2						$26,800 1											
Mechanical Engineering	$26,500 1		$23,865 1			$30,000 2	$30,000 2	$28,180 8	$33,400 1			$30,000 1		$28,980 1				
Metallurgical Engineering																		
Mining Engineering								$19,872 1										
Nuclear Engineering																		
Petroleum Engineering																		
Textile Engineering																		
Engineering Technology							$29,583 3	$34,000 2										
Industrial Technology																		
Agribusiness				$18,250 2	$18,480 1			$16,500 1				$18,500 1						
Animal Sciences																		
Plant Sciences																		
Natural Resources																		
Other Agricultural Sciences										$13,000 1								
Computer Science	$25,000 3				$25,000 1	$23,700 3	$27,482 20 $31,500 $23,500	$27,333 3	$24,450 2	$16,000 2		$21,053 7		$22,750 4				
Computer Programming	$24,000 1					$28,500 1	$25,415 4	$25,500 1				$24,000 1						
Information Sciences & Systems	$26,500 1						$23,182 6					$26,612 2		$32,000 1				

Continued

	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architectural Engineering Design	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Financial Services	Hospitality (Amusement Recreation Fast Food)	Hospitality (Hotels Motels Full Service Restaurants)	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective Security Services	Publishing	Real Estate
Systems Analysis							$30,000 1							$27,100 1				
Allied Health				$27,000 1														
Health Sciences																		
Nursing															$15,000 1			
Pharmacy														$40,970 33 $41,000 $41,000				
Actuarial								$30,000 1	$28,000 1			$33,267 3						
Architectural & Environmental Design			$23,120 8															
Biological														$12,000 1				
Chemistry																		
Geological								$29,160 1										
Mathematics (incl. Statistics)	$21,250 2					$27,500 1	$22,700 4					$19,060 5					$18,500 1	
Physics																		
Other Physical & Earth Sciences																		

BACHELOR'S SUMMARY

Nontechnical Curricula	$24,876 639 $28,000 $21,600	$14,935 5	$17,402 4	$21,187 64 $25,000 $16,800	$20,040 9	$18,307 36 $25,000 $13,000	$22,907 31 $26,600 $17,000	$23,222 18	$21,163 33 $24,000 $18,000	$19,794 23 $23,000 $16,800	$19,423 55 $21,000 $17,500	$21,952 63 $25,000 $18,000	$20,460 2	$20,026 155 $25,000 $16,000	$23,322 12	$24,167 3	$18,295 12	$18,486 7
Technical Curricula	$25,350 12		$22,365 23 $27,420 $18,000	$21,167 3	$21,740 2	$28,714 14	$26,812 47 $31,500 $22,000	$26,930 45 $31,000 $23,500	$27,575 4	$15,000 3		$23,410 20 $32,500 $17,000		$37,264 42 $41,000 $24,000	$15,080 1	$24,400 2	$18,500 1	

MBA - INEXPERIENCED - BY TYPE OF EMPLOYER

MBA-Non-technical Undergraduate Degree	$28,982 11			$33,438 8				$34,833 3		$45,000 1	$21,000 1						$33,000 1	
MBA-Technical Undergraduate Degree	$30,000 2			$43,000 2														

Employer's - Continued ...

Bachelor's Degree Curriculum	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Research Organizations	Transportation	Utilities	Other Service Employers	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership/ Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Accounting		$18,667 3	$22,000 4	$24,200 3	$15,000 1	$20,987 13	$18,718 28 $24,800 $15,000	$19,639 2	$17,974 2	$15,000 1		$20,185 1		$22,100 2		$28,400 4	$22,000 1	$25,935 4
Business Administration (incl. Management Science)	$19,500 1	$25,000 3	$23,200 1	$18,397 10	$23,000 3	$18,958 6	$24,970 3	$21,356 2	$20,500 3	$21,000 1		$14,249 4	$15,667 3			$26,983 6	$19,000 1	$26,320 4
Distribution Management				$16,000 1		$19,875 1												
Economics & Finance (incl. Banking)		$20,333 3	$24,400 1	$23,520 5	$23,000 2	$18,166 7		$22,000 1						$23,514 8	$23,000 1	$24,000 1	$23,500 4	$28,000 1
Hotel/Restaurant Management				$20,100 2		$18,000 1		$19,000 1						$28,000 1				
Human Resources (incl. Labor Relations)														$19,900 1				
Management Information Systems		$22,000 1	$27,200 2	$27,200 1	$23,000 1	$22,167 3								$24,300 4	$24,500 1			$28,240 2
Marketing / Marketing Management (incl. Research)	$19,667 3	$23,900 5		$21,778 9	$13,273 1	$17,240 7			$18,000 1	$21,000 1					$21,500 1	$33,000 2	$34,100 3	$25,025 4
Real Estate		$21,000 1				$18,726 1	$15,000 1										$32,000 2	
Advertising																		
Communications		$18,000 1	$19,000 1	$21,880 1	$19,133 3	$19,000 1			$19,200 1			$23,500 1	$15,000 2		$17,000 1			$16,900 1
Journalism			$30,000 1		$18,000 1		$30,000 1			$12,000 1		$21,000 1						
Telecommunications / Broadcasting					$12,275 1													
Elementary Education					$17,902 55 $21,000 $14,000					$12,000 1			$12,000 1					
Pre-Elementary Education					$12,653 3													
Physical Education				$15,000 1	$17,874 5								$18,7[illegible] 1					
Special Education					$20,882 12							$17,000 1						

Continued

	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Research Organizations	Transportation	Utilities	Other Service Employers	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Human Ecology					$18,850 2		$16,750 2	$15,000 1										
Textiles & Clothing																		
Merchandising Management																		
Foreign Languages						$17,150 2												
Letters				$17,100 1	$19,840 5		$18,735 3	$20,250 2					$19,800 1			$22,562 2		
Visual & Performing Arts				215,000 1	$13,850 3		$15,000 1		$17,000 1								$17,000 1	
Humanities Other				$19,575 1	$17,500 2	$15,000 1	$23,000 4			$18,000 1			$13,000 1			$42,000 2		$28,000 1
Criminal Justice					$19,246 2	$16,983 3	$23,500 3					$10,000 1						
History					$19,971 3	$18,700 1												
Political Science: Government		$25,000 1			$18,800 1	$18,039 6	$19,650 4							$25,200 1				
Psychology					$16,900 5	$18,726 2	$18,212 5	$24,000 1	$18,000 1			$13,075 4	$18,000 1					
Sociology				$18,500 1				$20,000 1	$19,000 1			$16,964 5						
Social Sciences-Other					$17,000 4	$20,762 5	$15,924 2					$18,089 2						
Aerospace & Aeronautical Engineering						$26,084 3								$28,862 23 $31,596 $25,440			$27,000 1	
Agricultural Engineering							$19,000 1								$25,000 1			
Architectural Engineering																	$27,720 1	
Bioengineering & Biomedical Engineering						$24,300 1								$30,180 1				
Chemical Engineering	$27,750 1			$32,700 1		$25,867 3								$29,900 1		$30,390 4	$29,650 2	$32,891 62 $34,800 $31,500
Civil Engineering		$25,354 4	$25,853 4	$27,996 1		$21,498 6	$25,408 43 $27,564 $22,932									$27,000 1	$26,781 20 $28,600 $24,600	$30,888 1

Continued

	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Research Organizations	Transportation	Utilities	Other Service Employers	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership/ Religious Organizations	Museums & Cultural Organizatiohns	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Computer Engineering						$24,600 1	$26,608 2	$24,000 1					$25,000 1	$26,000 1		$32,000 2		$32,100 1
Electrical Engineering	$29,800 3		$28,967 9	$28,800 1		$23,818 20 $25,500 $19,654	$25,516 2	$30,000 1						$29,852 41 $32,400 $27,600		$30,006 23 $30,600 $28,500	$29,280 5	$31,958 9
Industrial Engineering		$31,200 1	$28,600 2	$31,200 1		$25,800 3								$28,430 2		$28,468 6	$28,850 4	
Mechanical Engineering	$29,570 2	$29,000 2	$29,888 13	$25,000 1		$24,586 8	$30,000 1		$36,000 1					$29,037 47 $32,000 $25,580	$27,433 3	$30,046 52 $31,800 $26,400	$29,981 9	$30,987 21 $33,000 $29,000
Metallurgical Engineering																$31,986 2		$30,000 1
Mining Engineering																		
Nuclear Engineering			$30,000 1															
Petroleum Engineering						$28,500 4											$24,000 1	
Textile Engineering																		
Engineering Technology		$27,000 2												$28,264 13		$30,467 24 $32,592 $26,440	$25,799 5	
Industrial Technology		$26,950 2												$29,200 1			$19,000 1	$28,970 2
Agribusiness															$18,060 5	$29,700 1		
Animal Sciences															$18,750 2			
Plant Sciences						$18,500 1									$18,000 2			
Natural Resources																		$22,800 1
Other Agricultural Sciences											$20,000 1				$24,980 2			
Computer Science	$29,196 5	$14,560 1	$25,835 7	$25,871 4	$24,333 3	$21,453 3	$21,748 2	$25,000 1	$14,250 2					$28,138 11		$28,400 3	$24,053 3	$27,300 1
Computer Programming			$28,100 1		$27,435 1	$17,878 1		$28,250 2						$30,000 1				
Information Sciences & Systems	$21,000 1	$12,000 1				$19,872 1	$19,872 1							$24,000 1		$29,000 1	$29,100 1	$26,750 2

Continued

	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Research Organizations	Transportation	Utilities	Other Service Employers	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership/ Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Systems Analysis			$26,496 1															
Allied Health				$20,000 1				$24,210 30 $28,000 $19,500	$22,694 7									
Health Sciences						$18,000 2		$23,225 1	$18,089 13			$12,000 1						
Nursing						$19,000 1		$23,986 56 $29,023 $19,000	$20,166 13							$35,000 1		$23,500 1
Pharmacy								$28,386 14	$17,000 1									$31,300 2
Actuarial																		
Architectural & Environmental Design							$27,560 1							$23,400 1				
Biological	$15,420 1				$15,860 2	$18,646 1	$18,804 2	$24,000 3	$20,000 1									
Chemistry	$15,500 1				$16,000 2			$22,000 1					$20,000 1					$27,767 12
Geological		$15,000 1															$24,000 1	
Mathematics (incl. Statistics)					$18,587 7	$17,000 1								$31,460 4				
Physics																		
Other Physical & Earth Sciences					$17,924 1													$23,000 2

BACHELOR'S SUMMARY

Nontechnical Curricula	$19,625 4	$22,083 18	$23,900 10	$20,557 37 $25,000 $16,000	$18,236 114 $22,400 $13,000	$19,083 60 $24,600 $15,118	$19,522 57 $27,000 $15,000	$20,226 11	$18,865 10	$16,800 6		$16,080 20 $21,000 $12,400	$15,850 10	$23,683 17	$21,500 4	$29,086 17	$26,525 12	$25,080 17
Technical Curricula	$26,728 14	$24,340 14	$28,297 38 $31,512 $24,264	$26,918 10	$19,510 16	$23,501 60 $29,199 $19,000	$24,981 55 $27,600 $22,932	$24,725 110 $30,000 $19,500	$19,940 38 $24,000 $17,000		$20,000 1	$12,000 1	$22,500 2	$29,087 149 $32,640 $25,440	$21,491 15	$30,083 120 $33,000 $26,400	$27,371 54 $30,600 $24,000	$31,227 116 $34,000 $27,000

MBA - INEXPERIENCED BY EMPLOYER TYPE

MBA-Non-technical Undergraduate Degree						$20,000 1			$27,000 1						$37,200 1	$29,750 2		$43,000 1
MBA-Technical Undergraduate Degree				$50,000 1														

Employers - Continued

Bachelor's Degree Curriculum	MANUFACTURING EMPLOYERS														
	Computers & Business Machines	Electrical & Electronic Mach & Equip	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas. Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified
Accounting	$21,051 3	$22,400 4	$24,550 6	$20,000 1	$24,307 3	$21,216 1		$26,000 3	$24,374 27 $25,800 $23,000						$23,820 1
Business Administration (incl Management Science)	$24,260 5	$22,024 4			$25,600 2		$24,000 1	$21,333 3	$25,500 3					$23,625 3	$25,200 1
Distribution Management	$24,200 5	$26,400 1	$28,800 1												
Economics & Finance (incl Banking)	$25,440 5	$23,474 4	$25,667 3		$25,280 7		$25,000 1	$27,600 1	$25,7*8 16				$18,000 1		
Hotel/Restaurant Management															
Human Resources (incl Labor Relations)	$24,800 2	$26,280 1	$27,600 1		$30,800 1			$28,000 1							
Management Information Systems	$28,325 5	$30,800 3	$26,592 5		$21,500 2		$25,000 3	$26,268 9	$27,889 7	$29,400 1					
Marketing/Marketing Management (incl Research)	$18,800 3	$22,966 10	$23,474 7	$23,844 2	$16,800 1			$22,200 1	$24,886 7	$20,109 11	$24,000 1			$19,667 3	$22,000 1
Real Estate															
Advertising	$19,500 1	$21,500 1													
Communications		$20,700 2	$26,832 3	$24,000 1											
Journalism									$16,000 2					$17,680 1	
Telecommunications, Broadcasting															
Elementary Education															
Pre-Elementary Education															
Physical Education		$36,000 1													
Special Education															

Continued

	MANUFACTURING EMPLOYERS														
	Computers & Business Machines	Electrical & Electronic Mach & Equip	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified
Human Ecology														$16,333 3	
Textiles & Clothing														$17,858 9	
Merchandising Management															
Foreign Languages	$17,150 2		$30,500 1							$18,000 1					
Letters															
Visual & Performing Arts					$19,000 1										
Humanities Other													$32,760 1		
Criminal Justice															
History															
Political Science/Government										$19,200 1					
Psychology							$26,000 1				$18,000 1				
Sociology	$32,000 1								$24,000 1						
Social Sciences Other		$33,920 1													
Aerospace & Aeronautical Engineering															
Agricultural Engineering															
Architectural Engineering															
Bioengineering & Biomedical Engineering		$30,000 1													
Chemical Engineering		$28,800 3	$31,800 1					$32,500 1	$33,566 26 $35,400 $31,200						$33,100 3
Civil Engineering					$24,888 1				$33,280 1				$25,333 3		

Continued

	MANUFACTURING EMPLOYERS															
	Computers & Business Machines	Elec. & Electronic Mach. & Equip.	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas. Instruments (incl. Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified
Computer Engineering	$30,293 3	$30,800 3													
Electrical Engineering	$30,709 30 $32,500 $28,200	$29,880 69 $32,500 $26,800	$33,233 3	$33,000 1	$31,025 8			$30,960 1	$32,232 6		$31,800 1	$28,987 5	$30,000 1	$32,267 3	$30,380 2
Industrial Engineering	$27,300 1	$28,040 3	$31,167 3		$29,650 2			$27,000 1	$28,790 2			$29,260 5	$27,500 1	$24,190 2	$28,980 1
Mechanical Engineering	$30,020 5	$28,985 29 $31,836 $24,000	$30,650 2		$29,442 17	$31,000 1		$32,725 4	$31,648 32 $34,800 $29,000		$30,000 1	$27,940 4		$32,075 8	$30,545 6
Metallurgical Engineering		$33,000 1			$27,000 3								$29,500 2		
Mining Engineering						$30,000 1									
Nuclear Engineering															
Petroleum Engineering									$30,111 26 $36,600 $24,960						
Textile Engineering														$27,333 3	
Engineering Technology	$26,515 5	$29,543 6	$32,400 1	$32,100 1	$27,943 7		$29,760 1		$27,890 4			$23,960 5	$36,500 2		
Industrial Technology		$25,800 2	$28,080 1					$25,000 1				$25,000 1			
Agribusiness			$21,367 3						$26,000 1						
Animal Sciences			$19,800 3												
Plant Sciences															
Natural Resources															
Other Agricultural Sciences			$19,833 3												
Computer Science	$29,642 27 $33,500 $24,000	$27,310 16			$26,140 3			$27,500 1	$30,600 4	$28,000 1	$26,196 1	$29,400 2		$31,000 2	$32,000 1
Computer Programming		$29,220 1							$28,998 2	$18,480 1				$31,000 1	
Information Sciences & Systems	$28,781 5	$25,200 2							$27,930 2	$28,000 1			$25,000 1		

Continued

	MANUFACTURING EMPLOYERS															
	Computers & Business Machines	Electrical & Electronic Mach & Equip	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified
Systems Analysis	$30,000 2								$24,000 1				$30,000 1		
Allied Health															
Health Sciences															
Nursing															
Pharmacy															
Actuarial															
Architectural & Environmental Design															
Biological			$19,720 1									$20,000 1			
Chemistry									$28,500 2		$27,080 1				
Geological															
Mathematics (incl Statistics)	$26,500 4	$26,466 2							$30,000 1			$27,000 1			
Physics															
Other Physical & Earth Sciences															

BACHELOR'S SUMMARY

Nontechnical Curricula	$23,940 $29,100 $17,500	32	$24,339 $29,400 $20,000	32	$25,521 $28,500 $21,600	27	$22,922	4	$24,149	17	$21,216	1	$25,000	6	$25,345	18	$24,944 $28,000 $23,000	63	$26,557	14	$21,000	2			$25,390	2	$18,804	19	$23,673	3
Technical Curricula	$29,886 $32,700 $27,000	86	$29,202 $32,500 $24,840	138	$26,119 $32,000 $19,000	21	$32,550	2	$28,952 $30,900 $25,800	41	$30,500	2	$29,760	1	$30,429	9	$31,244 $35,720 $26,000	110	$24,820	3	$28,764	4	$27,233 $31,200 $22,800	24	$29,136	11	$30,357	19	$31,089	13

MBA - INEXPERIENCED - BY EMPLOYER TYPE

MBA-Non-technical Undergraduate Degree	$31,100	2	$32,533	3	$31,200	1			$25,800	3							$27,500	4			$22,000	1			$36,000	1	$34,000	1		
MBA-Technical Undergraduate Degree									$29,400	1																				

Beginning salary offers to all candidates by curriculum and functional area

This diagram indicates arrangement of data in blocks.

Average	Number of Offers
$25,000	500
90th Percentile $27,000	
10th Percentile $23,000	

Bachelor's Degree Curriculum	FINANCE											MARKETING					COMMUNICATIONS	
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking (Corporate Finance)	Investment Banking (Mergers & Acquisitions)	Investment Banking (Real Estate)	Investment Banking (Sales & Trading)	Financial / Treasury Analysis	Portfolio Management/ Brokerage	Underwriting	Advertising	Brand / Product Management	Buyer / Merchandising	Market Research	Sales	Design/Graphic Arts	Media Planning
Accounting	$24,649 611 $27,500 $21,000	$23,062 115 $26,100 $18,000	$29,550 2	$14,200 1					$23,675 8	$22,000 1	$19,500 1					$27,000 2		
Business Administration (incl. Management Science)	$21,461 10	$17,933 6	$18,733 3		$22,500 1		$18,000 2		$22,299 3	$27,000 2	$22,700 8		$22,529 7	$22,450 6	$19,541 4	$20,522 33 $25,000 $16,000		$19,000 1
Distribution Management													$24,200 5	$19,875 1				
Economics & Finance (incl. Banking)	$22,492 8	$23,350 20 $25,000 $21,600	$21,776 14	$23,429 7	$25,775 4		$16,000 1	$21,250 2	$23,901 39 $27,000 $19,200	$23,250 2	$20,129 2		$24,750 2	$23,367 7	$22,500 1	$21,579 12		
Hotel/Restaurant Management																$21,176 1		
Human Resources (incl. Labor Relations)													$19,500 1	$19,850 2				
Management Information Systems		$24,622 1															$29,400 1	
Marketing/Marketing Management (incl. Research)	$21,863 2		$20,758 5	$17,400 2	$19,000 2			$20,004 1	$23,898 2			$16,000 1	$23,529 14	$21,632 19	$20,617 6	$22,397 84 $26,100 $15,000		
Real Estate																$18,000 1		
Advertising												$16,800 1		$18,700 1		$20,100 3	$24,387 1	$18,000 1
Communications		$18,600 2							$14,250 1			$17,500 1		$24,000 1		$21,564 11		$29,400 1
Journalism											$17,928 1	$14,000 1				$17,680 1		
Telecommunications/ Broadcasting																	$15,000 1	$12,275 1
Elementary Education									$12,000 1									
Pre-Elementary Education																		
Physical Education													$15,000 1			$36,000 1		
Special Education																		

Continued

	FINANCE											MARKETING					COMMUNICATIONS	
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - (Corporate Finance)	Investment Banking (Mergers & Acquisitions)	Investment Banking (Real Estate)	Investment Banking (Sales & Trading)	Financial / Treasury Analysis	Portfolio Management/ Brokerage	Underwriting	Advertising	Brand / Product Management	Buyer / Merchandising	Market Research	Sales	Design/Graphic Arts	Media Planning
Human Ecology				$18,300 1												$15,500 2		
Textiles & Clothing													$15,860 2	$19,250 4				
Merchandising Management														$20,000 1				
Foreign Languages												$20,000 2				$17,433 3		
Letters													$19,000 1			$20,160 2		
Visual & Performing Arts				$16,800 1								$10,224 1					$13,280 2	
Humanities Other			$18,200 1													$28,000 1		$16,958 3
Criminal Justice											$22,000 1		$35,000 1					
History																$22,920 1		
Political Science/ Government											$15,000 1		$19,200 1			$22,800 2		
Psychology											$21,000 1		$19,000 2	$16,000 1		$14,500 6		
Sociology				$14,400 1														
Social Sciences Other																$12,000 1		
Aerospace & Aeronautical Engineering																		
Agricultural Engineering																	$15,360 1	
Architectural Engineering																		
Bioengineering & Biomedical Engineering																$30,000 1		
Chemical Engineering						$34,200 1							$33,600 1			$28,000 1		
Civil Engineering																$27,000 1	$25,420 5	

Continued

	FINANCE											MARKETING					COMMUNICATIONS	
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking (Corporate Finance)	Investment Banking (Mergers & Acquisitions)	Investment Banking (Real Estate)	Investment [illegible] (Sales [illegible]ding)	Financial Treasury Analysis	Portfolio Management/ Brokerage	Underwriting	Advertising	Brand / Product Management	Buyer / Merchandising	Market Research	Sales	Design/Graphic Arts	Media Planning
Computer Engineering														$22,000 1			$28,000 1	
ElectricalEngineering														$22,000 1		$27,000 5		
Industrial Engineering																$27,500 2		
Mechanical Engineering													$29,500 1		$30,488 2	$29,317 9	$32,300 2	
Mettalurgical Engineering																		
Mining Engineering																		
Nuclear Engineering																		
Petroleum Engineering																		
Textile Engineering																		
Engineering Technology																$28,300 4		
Industrial Technology																		
Agribusiness			$18,000 1	$18,500 1							$18,480 1			$19,000 1	$16,300 1	$22,380 5		
Animal Sciences																$18,000 1		
Plant Sciences																$18,000 1		
Natural Resources																$22,800 1		
Other Agricultural Sciences														$24,000 1				
Computer Science																$31,800 1		
Computer Programming																		
Information Sciences & Systems																		

Continued

	FINANCE											MARKETING					COMMUNICATIONS	
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking (Corporate Finance)	Investment Banking (Mergers & Acquisitions)	Investment Banking (Real Estate)	Investment Banking (Sales & Trading)	Financial / Treasury Analysis	Portfolio Management/ Brokerage	Underwriting	Advertising	Brand / Product Management	Buyer / Merchandising	Market Research	Sales	Design/Graphic Arts	Media Planning
Systems Analysis																		
Allied Health																		
Health Sciences																		
Nursing																$23,500 1		
Pharmacy																		
Actuarial																		
Architectural & Environmental Design																		
Biological															$15,420 1	$12,000 1		
Chemistry															$25,920 1	$29,375 4		
Geological																		
Mathematics (incl. Statistics)	$15,000 1	$16,900 2																
Physics																		
Other Physical & Earth Sciences																$18,000 1		

BACHELOR'S SUMMARY

Nontechnical Curricula	$24,562 631 $27,500 $21,000	$22,837 144 $26,000 $18,000	$21,686 25 $25,500 $18,000	$20,192 13	$23,371 7		$17,333 3	$20,835 3	$23,379 54 $26,500 $18,600	$24,500 5	$21,086 15	$16,361 7	$22,568 37 $27,200 $18,000	$21,501 43 $24,912 $18,700	$30,387 11	$21,443 167 $27,000 $16,000	$19,061 5	$18,484 7
Technical Curricula	$15,000 1	$16,900 2	$18,000 1	$18,500 1		$34,200 1					$19,480 1		$31,550 2	$21,750 4	$23,727 5	$26,296 39 $30,995 $18,000	$26,118 9	

Functional Area - Continued ...

Bachelor's Degree Curriculum	COMMUNICATIONS				PUBLIC ADMINISTRATION							SOCIAL SERVICES				ENGINEERING		
	On Air Reporting	Production	Public Relations	Writing/Editing	Executive, Legislative, & General	Finance Taxation Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Administration	Counseling	Fundraising/ Development	Social Work	Bioengineering	Design/Construct	Environmental/ Sanitation
Accounting						$20,579 6		$18,175 4				$34,000 1						
Business Administration (incl. Management Science)		$21,167 3	$15,000 2		$17,867 4	$18,000 1			$18,859 4			$14,500 3	$21,000 1					
Distribution Management																		
Economics & Finance (incl. Banking)						$21,500 2	$18,720 1		$15,996 1									
Hotel/Restaurant Management																		
Human Resources (incl. Labor Relations)																		
Management Information Systems									$25,000 1									
Marketing: Marketing Management (incl. Research)			$31,000 1	$13,273 1			$21,900 1		$17,436 2									
Real Estate									$18,726 1		$21,000 1						$32,000 2	
Advertising																		
Communications		$15,000 1	$16,610 6		$15,000 1			$34,000 1	$19,000 1			$15,000 1	$14,000 1	$23,500 1				
Journalism	$20,000 1		$19,157 7	$16,453 8				$25,000 2										
Telecommunications Broadcasting		$13,250 2	$13,000 1															
Elementary Education													$12,000 1					
Pre Elementary Education																		
Physical Education												$18,700 1						
Special Education													$17,000 1					

Continued

	COMMUNICATIONS				PUBLIC ADMINISTRATION							SOCIAL SERVICES				ENGINEERING		
	On-Air Reporting	Production	Public Relations	Writing/Editing	Executive, Legislative, & General	Finance Taxation Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Administration	Counseling	Fundraising/ Development	Social Work	Bioengineering	Design/Construct	Environmental/ Sanitation
Human Ecology												$20,200 1	$15,000 1					
Textiles & Clothing																		
Merchandising Management																		
Foreign Languages									$15,600 1	$18,700 1								
Letters			$14,833 3	$16,940 5				$18,000 1				$20,335 3						
Visual & Performing Arts			$18,000 1	$10,920 1														
Humanities Other					$15,000 1			$24,000 1				$52,000 1			$24,000 2			
Criminal Justice							$17,248 1	$19,528 10							$14,000 2			
History									$18,700 1			$19,800 1						
Political Science/ Government								$18,800 2	$21,500 2	$15,118 2		$25,200 1						
Psychology												$18,000 1	$14,245 4		$18,000 3			
Sociology			$24,000 1									$18,000 1	$14,400 1		$18,640 3			
Social Sciences-Other			$16,992 1		$16,020 1				$20,750 4				$14,800 1		$18,000 2			
Aerospace & Aeronautical Engineering									$21,600 2								$27,300 5	
Agricultural Engineering																		
Architectural Engineering																	$27,730 1	
Bioengineering & Biomedical Engineering																$34,300 1		
Chemical Engineering									$26,500 2								$32,833 9	$30,410 2
Civil Engineering											$27,460 1						$24,087 68 $27,564 $22,932	$26,220 19

Continued

	COMMUNICATIONS				PUBLIC ADMINISTRATION							SOCIAL SERVICES				ENGINEERING		
	On-Air Reporting	Production	Public Relations	Writing/Editing	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Administration	Counseling	Fundraising/ Development	Social Work	Bioengineering	Design/Construct	Environmental/ Sanitation
Computer Engineering																		
Electrical Engineering									$23,901 7	$19,654 1							$29,158 57 $32,436 $24,352	$36,000 1
Industrial Engineering																	$24,000 1	
Mechanical Engineering		$32,000 1											$30,000 1				$29,703 57 $33,000 $26,880	$27,900 2
Metallurgical Engineering																		
Mining Engineering																	$30,000 1	
Nuclear Engineering																		
Petroleum Engineering									$27,000 2								$29,400 5	
Textile Engineering																		
Engineering Technology																	$26,645 8	
Industrial Technology																		
Agribusiness																		
Animal Sciences																		
Plant Sciences																		
Natural Resources																		
Other Agricultural Sciences																		
Computer Science												$19,780 2						$33,000 1
Computer Programming																		
Information Sciences & Systems									$19,872 1									

Continued

	COMMUNICATIONS				PUBLIC ADMINISTRATION							SOCIAL SERVICES				ENGINEERING		
	On-Air Reporting	Production	Public Relations	Writing/Editing	Executive, Legislative, & General	Finance Taxation Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Administration	Counseling	Fundraising/ Development	Social Work	Bioengineering	Design/Construct	Environmental/ Sanitation
Systems Analysis																		
Allied Health																		
Health Sciences															$22,000 1			
Nursing																		
Pharmacy																		
Actuarial																		
Architectural & Environmental Design																		
Biological												$30,000 1				$21,000 1		
Chemistry																		
Geological											$15,000 1							$26,580 2
Mathematics (incl. Statistics)				$18,500 1														
Physics																		
Other Physical & Earth Sciences																		

BACHELOR'S SUMMARY

Nontechnical Curricula	$20,000 1	$17,500 6	$17,779 25 $21,680 $13,500	$16,034 15	$16,841 7	$20,497 9	$18,999 3	$20,551 21 $24,000 $16,851	$19,407 18	$16,312 3	$21,000 1	$21,747 15	$15,016 11	$23,500 1	$18,798 12		$32,000 2	
Technical Curricula		$32,000 1		$18,500 1					$24,099 14	$19,654 1	$21,240 2	$23,167 3	$30,000 1		$22,000 1	$22,650 2	$27,965 212 $33,000 $23,004	$26,907 27 $30,000 $24,000

Functional Area - Continued ...

	ENGINEERING									COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS					
	Manufacturing/ Industrial	Systems Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Other Engineering	Computer Programming	Information Systems	Systems Analysis & Design	Actuarial	Agricultural/ Natural Resources	Architecture	Consulting	Human Resources/ Industrial Relations	Management Trainee
Accounting						$23,000 1				$18,800 2	$28,467 3	$21,000 1				$28,000 3	$30,000 2	$21,967 6
Business Administration (incl. Management Science)	$24,650 2			$27,000 1						$27,500 1	$25,000 2	$17,496 2	$40,027 1			$25,000 5	$23,208 12	$19,846 42 $24,500 $16,500
Distribution Management	$28,800 1																	$23,633 3
Economics & Finance (incl. Banking)											$24,167 3	$34,250 2				$25,684 8	$20,000 1	$21,323 27 $25,000 $18,000
Hotel/Restaurant Management																		$19,340 59 $21,600 $17,500
Human Resources (incl. Labor Relations)	$30,800 1																$22,426 7	$28,000 1
Management Information Systems	$26,400 1	$24,980 2								$26,062 13	$25,828 46 $28,000 $24,500	$26,964 11				$25,750 5	$23,000 1	$26,320 5
Marketing/Marketing Management (incl. Research)																$23,100 1	$17,909 6	$21,351 46 $25,500 $18,500
Real Estate																		$15,000 1
Advertising																		$18,650 2
Communications																	$23,000 1	$17,512 5
Journalism																		$17,500 2
Telecommunications/ Broadcasting																		
Elementary Education																$20,000 1		
Pre-Elementary Education																		
Physical Education																		
Special Education																		

	ENGINEERING									COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS					
	Manufacturing: Industrial	Systems / Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Other Engineering	Computer Programming	Information Systems	Systems Analysis & Design	Actuarial	Agricultural/ Natural Resources	Architecture	Consulting	Human Resources/ Industrial Relations	Management Trainee
Human Ecology														$18,500 1		$14,500 2	$17,500 1	$19,000 1
Textiles & Clothing																		$15,480 5
Merchandising Management																		$17,250 2
Foreign Languages																		$30,000 1
Letters											$25,000 1					$19,500 1	$25,500 2	$18,791 4
Visual & Performing Arts															$17,000 1			$14,840 4
Humanities Other										$32,750 1								$21,613 6
Criminal Justice																		
History																		$11,750 2
Political Science: Government										$23,000 1							$15,000 1	$21,500 2
Psychology										$24,000 1						$16,000 2	$16,200 2	$18,651 3
Sociology																$17,000 2		$22,000 1
Social Sciences Other																$20,412 2	$28,000 2	$19,433 6
Aerospace & Aeronautical Engineering	$28,708 7					$29,379 8	$28,275 3		$34,060 2									
Agricultural Engineering	$25,000 1													$19,000 1				
Architectural Engineering															$21,020 4			
Bioengineering & Biomedical Engineering				$30,160 1														
Chemical Engineering	$32,331 11					$31,897 17		$32,951 54 $35,000 $31,200	$31,661 12							$31,350 2		$32,940 2
Civil Engineering	$25,228 7					$23,952 1	$26,300 1	$26,588 2	$26,082 2						$24,020 1	$26,250 2		

	ENGINEERING									COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS					
	Manufacturing/ Industrial	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Other Engineering	Computer Programming	Information Systems	Systems Analysis & Design	Actuarial	Agricultural/ Natural Resources	Architecture	Consulting	Human Resources/ Industrial Relations	Management Trainee
Computer Engineering		$32,500 1		$28,667 3	$30,700 2	$30,940 4		$32,100 1		$27,023 5		$27,200 2						
Electrical Engineering	$30,738 50 $32,760 $28,800	$30,786 17	$29,198 11	$29,587 10	$30,885 17	$29,291 22 $32,000 $25,000	$29,450 18	$30,329 21 $33,000 $28,100	$30,241 15			$27,000 1				$26,500 5		$30,900 1
Industrial Engineering	$29,312 24 $31,500 $27,000					$28,000 3	$31,200 1	$24,698 6	$29,040 2							$29,467 3		$31,200 1
Mechanical Engineering	$29,923 100 $32,280 $26,400	$29,214 7	$28,655 8	$30,600 2	$30,217 8	$29,880 20 $34,200 $26,784	$26,025 8	$30,746 39 $35,720 $26,400	$29,255 13						$12,100 1	$29,580 5		$31,500 4
Metallurgical Engineering	$30,285 7					$32,000 1	$23,000 1											
Mining Engineering																$19,872 1		
Nuclear Engineering									$30,000 1									
Petroleum Engineering	$25,200 1					$30,510 2	$21,600 1	$30,603 26 $39,600 $24,960										
Textile Engineering								$27,500 2										$27,000 1
Engineering Technology	$30,742 34 $33,000 $26,760	$29,760 1			$29,758 8	$25,733 6	$24,426 6	$29,520 5	$27,167 3	$30,050 2						$40,000 1	$25,200 1	$26,799 4
Industrial Technology	$25,411 7						$29,940 1	$28,000 1										$26,950 2
Agribusiness														$19,800 4				$20,800 1
Animal Sciences																$19,500 1		$19,800 3
Plant Sciences														$18,500 1		$18,000 1		
Natural Resources																		
Other Agricultural Sciences							$17,750 2							$23,320 3				$13,000 1
Computer Science	$31,752 3	$28,075 4		$29,567 19	$30,550 2		$28,800 1	$31,753 3		$25,227 76 $30,720 $19,495	$30,097 8	$27,271 25 $30,000 $25,000				$25,000 2		$26,380 5
Computer Programming		$26,718 2		$25,000 1					$29,220 1	$26,392 13						$24,750 2		
Information Sciences & Systems		$24,000 1								$25,866 7	$25,551 11	$25,982 9				$26,500 1		

	ENGINEERING									COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS					
	Manufacturing Industrial	Systems Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Other Engineering	Computer Programming	Information Systems	Systems Analysis & Design	Actuarial	Agricultural Natural Resources	Architecture	Consulting	Human Resources/ Industrial Relations	Management Trainee
Systems Analysis											$30,000 1	$27,933 6						
Allied Health																		
Health Sciences																		
Nursing																		
Pharmacy																		
Actuarial													$31,560 5					
Architectural & Environmental Design															$23,592 10			
Biological							$18,720 1											
Chemistry	$28,380 1					$20,100 2	$29,000 1											$29,360 3
Geological																		
Mathematics (incl. Statistics)		$32,800 2		$27,080 2	$24,980 2			$30,000 1		$26,000 2	$26,400 2	$29,167 3	$18,250 2			$27,500 1		
Physics																		
Other Physical & Earth Sciences						$38,000 1												

BACHELOR'S SUMMARY

Non-Technical Curricula	$27,080 5	$24,980 2		$27,000 1		$23,000 1				$25,456 10	$25,837 55 $28,000 $24,500	$26,318 15	$40,027 1	$18,500 1	$17,000 1	$23,178 32 $27,000 $17,000	$22,127 38 $30,000 $15,738	$28,182 227 $25,200 $16,800
Technical Curricula	$29,930 253 $33,000 $25,580	$29,870 35 $32,800 $26,000	$28,960 19	$29,319 38 $32,000 $25,000	$30,192 35 $33,000 $27,718	$29,487 67 $34,000 $24,342	$26,972 45 $31,716 $20,500	$31,076 155 $35,400 $26,000	$30,058 51 $33,000 $25,000	$25,583 105 $31,000 $19,495	$27,464 22 $32,700 $24,000	$27,163 46 $30,000 $24,000	$27,757 7	$20,740 9	$22,261 16	$27,217 27 $31,200 $24,000	$25,200 1	$25,886 38 $32,400 $20,000

Functional Area - Continued

Bachelor's Degree Curriculum	OTHER FUNCTIONAL AREAS							
	Mathematician/ Statistician	Nurses/Personal Care	Other Health Related	Paralegal	Performing Arts (Entertainment)	Research (Nontechnical)	Research (Technical)	Teaching
Accounting								
Business Administration (incl. Management Science)								$23,200 3
Distribution Management								
Economics & Finance (incl. Banking)	$16,500 1							$22,000 1
Hotel/Restaurant Management								
Human Resources (incl. Labor Relations)								
Management Information Systems								
Marketing/Marketing Management (incl. Research)	$18,726 1							
Real Estate								
Advertising								
Communications								$21,700 2
Journalism								
Telecommunications/ Broadcasting								
Elementary Education								$17,902 55 $21,000 $14,000
Pre-Elementary Education								$12,653 3
Physical Education								$17,574 5
Special Education								$20,692 12

Continued

	OTHER FUNCTIONAL AREAS							
	Mathematician/ Statistician	Nurses/Personal Care	Other Health Related	Paralegal	Performing Arts (Entertainment)	Research (Nontechnical)	Research (Technical)	Teaching
Human Ecology								
Textiles & Clothing								
Merchandising Management								
Foreign Languages								
Letters								$19,640 5
Visual & Performing Arts					$15,000 3			$13,975 2
Humanities Other				$27,000 1				$19,000 2
Criminal Justice				$13,920 1				
History								$17,200 1
Political Science/Government								$19,980 2
Psychology			$15,500 2			$14,750 2		$28,000 1
Sociology			$20,000 1			$32,000 1		
Social Sciences-Other								$15,167 3
Aerospace & Aeronautical Engineering								
Agricultural Engineering								
Architectural Engineering								
Bioengineering & Biomedical Engineering								
Chemical Engineering								
Civil Engineering								

Continued

	Mathematician/ Statistician	Nurses/Personal Care	Other Health Related	Paralegal	Performing Arts (Entertainment)	Research (Nontechnical)	Research (Technical)	Teaching
Computer Engineering								
Electrical Engineering								
Industrial Engineering								
Mechanical Engineering								
Metallurgical Engineering								
Mining Engineering								
Nuclear Engineering								
Petroleum Engineering								
Textile Engineering								
Engineering Technology								
Industrial Technology								
Agribusiness								
Animal Sciences								
Plant Sciences								
Natural Resources								
Other Agricultural Sciences								
Computer Science								
Computer Programming								
Information Sciences & Systems								

Continued

	OTHER FUNCTIONAL AREAS							
	Mathematician/ Statistician	Nurses/Personal Care	Other Health Related	Paralegal	Performing Arts (Entertainment)	Research (Nontechnical)	Research (Technical)	Teaching
Systems Analysis								
Allied Health			$23,901 35 $28,000 $19,000					
Health Sciences			$17,774 16					
Nursing		$23,377 70 $30,000 $18,000	$19,000 2					
Pharmacy			$36,583 50 $41,000 $26,232					
Actuarial								
Architectural & Environmental Design								
Biological			$18,869 3				$18,662 4	$17,700 1
Chemistry						$25,630 2	$21,083 6	
Geological								
Mathematics (incl. Statistics)	$22,182 5							$18,587 7
Physics								
Other Physical & Earth Sciences								$17,924 1

BACHELOR'S SUMMARY

Nontechnical Curricula	$17,613 2		$17,000 3	$20,460 2	$15,000 3	$20,500 3		$18,430 97 $22,400 $13,080
Technical Curricula	$22,182 5	$23,377 70 $30,000 $18,000	$28,548 110 $41,000 $17,500			$25,630 2	$20,115 10	$18,414 9

AVERAGE YEARLY SALARY OFFERS

Master's Degree Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1988	Percentiles		
	January 1989	January 1989	September 1988		90th	50th	10th
Business							
Accounting	32	$26,453	$27,468	-3.7%	$30,000	$27,000	$21,600
MBA-Non-technical undergraduate							
1 year or less	46	30,893	33,468	-7.7	37,200	30,150	25,000
2 to 4 years	23	30,513	40,632	-24.9	36,400	28,500	25,000
1 to 2 years	25	35,992	41,952	-14.2	44,000	35,000	32,000
Over 4 years	25	39,616	43,128	-8.1	47,000	40,000	30,500
MBA-Technical undergraduate degree							
1 year or less	6	37,567	38,388	*	*	*	*
2 to 4 years	3	20,909	43,152	*	*	*	*
1 to 2 years	+	+	44,028				
Over 4 years	6	42,917	45,456	*	*	*	*
MS-Business	11	28,773	31,596	*	*	*	*
Distribution Management	+	+	N/A	N/A			
Economics & Finance	24	35,912	N/A	N/A	48,000	34,200	22,907
Hotel / Restaurant Management	+	+	N/A	N/A			
Labor/Industrial Relations							
(incl. Human Resources)	3	28,133	33,312	*	*	*	*
Management Information Systems	11	28,055	30,972	*	*	*	*
Marketing/Marketing Management	9	30,944	N/A	N/A	*	*	*
(incl. Marketing Research)	+	+	N/A	N/A			
Communications							
Advertising	+	+	N/A	N/A			
Communication	+	+	N/A	N/A			
Journalism	+	+	N/A	N/A			
Education							
Education Administration	4	19,750	N/A	N/A	*	*	*
Elementary Education	1	17,000	N/A	N/A	*	*	*
Physical Education	+	+	N/A	N/A			
Reading Education	+	+	N/A	N/A			
Special Education	5	22,776	N/A	N/A	*	*	*
Humanities & Social Sciences							
Foreign Languages	1	23,107	N/A	N/A	*	*	*
Letters (incl. Eng, Lit, etc)	2	23,250	N/A	N/A	*	*	*
Visual & Performing Arts	1	23,000	N/A	N/A	*	*	*
Humanities-Other	+	+	N/A	N/A			
Criminal Justice	+	+	N/A	N/A			
History	2	19,863	N/A	N/A	*	*	*
Political Science/Government	+	+	N/A	N/A			
Psychology	2	16,500	N/A	N/A	*	*	*
Sociology	1	32,000	N/A	N/A	*	*	*
Social Sciences	5	19,427	N/A	N/A	*	*	*
Engineering							
Aerospace & Aeronautical	1	33,280	34,452	*	*	*	*
Agricultural	+	+	N/A	N/A			
Bioengineering & Biomedical	+	+	41,004				
Chemical	3	33,866	34,296	*	*	*	*
Civil	11	28,205	30,396	*	*	*	*
Computer	4	31,850	N/A	N/A	*	*	*
Electrical	25	35,102	N/A	N/A	39,000	34,800	30,300
Industrial	4	33,650	33,756	*	*	*	*
Mechanical	12	34,027	34,116	*	*	*	*
Metallurgical	4	31,905	34,080	*	*	*	*
Mining & Mineral	2	33,000	N/A	N/A	*	*	*
Nuclear	+	+	32,856				
Petroleum	6	44,012	N/A	N/A	*	*	*
Textile	+	+	N/A	N/A			

N/A - No historic data available
* Not computed for fewer than 20 offers

Continued . . .

AVERAGE YEARLY SALARY OFFERS

Master's Degree Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1988	Percentiles		
	January 1989	January 1989	September 1988		90th	50th	10th
Continued ...							
Computer Sciences							
Computer Science	8	$35,236	N/A	N/A	*	*	*
Computer Programming	1	32,438	N/A	N/A	*	*	*
Information Sciences & Systems	+	+	N/A	N/A			
Systems Analysis	1	28,800	N/A	N/A	*	*	*
Health Sciences							
Allied Health	2	22,857	N/A	N/A	*	*	*
Health Sciences	2	19,500	N/A	N/A	*	*	*
Nursing	1	25,000	N/A	N/A	*	*	*
Sciences							
Agricultural & Natural Resources	1	23,000	N/A	N/A	*	*	*
Architectural & Environment Design	+	+	N/A	N/A			
Biological	3	22,905	21,876	*	*	*	*
Chemistry	6	31,917	31,572	*	*	*	*
Geological Sciences	17	28,635	29,808	*	*	*	*
Mathematics	7	29,301	29,640	*	*	*	*
Physics	1	32,016	34,728	*	*	*	*
Polymer	+	+	N/A	N/A			
	370						

Doctoral Candidates

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1988	Percentiles		
	January 1989	January 1989	September 1988		90th	50th	10th
Business							
Business Administration & Management	+	+	N/A	N/A			
Computer & Information Sciences	2	$57,250	N/A	N/A	*	*	*
Education							
Education Administration	3	41,700	N/A	N/A	*	*	*
Humanities & Social Sciences							
Economics	+	+	N/A	N/A			
English	1	20,000	N/A	N/A	*	*	*
Foreign Languages	+	+	N/A	N/A			
Psychology	2	23,500	N/A	N/A	*	*	*
Sociology	+	+	N/A	N/A			
Engineering							
Aerospace	+	+	$47,304				
Chemical	7	46,958	45,888	*	*	*	*
Civil	1	31,200	38,160	*	*	*	*
Computer	+	+	N/A	N/A			
Electrical	2	36,000	N/A	N/A	*	*	*
Mechanical	+	+	45,888				
Metallurgical	1	49,200	45,780	*	*	*	*
Sciences							
Agricultural & Natural Resources	+	+	N/A	N/A			
Biological	+	+	30,828				
Chemistry	5	40,720	41,292	*	*	*	*
Geology & Geological Sciences	1	36,000	N/A	N/A	*	*	*
Mathematics	+	+	40,668				
Physics	+	+	42,480				
Polymer	+	+	41,244				
	25						

N/A - No historic data available
* Not computed for fewer than 20

ECPO

Alfred University
Babson College
Bard College
Bentley College
Boston College
Boston University
University of Bridgeport
Brown University
Buffalo State College
Clarkson University
Columbia University
University of Connecticut
Cornell University
CUNY-Bernard M. Baruch
CUNY-Baruch College-Business & Public Administration
CUNY-City College
CUNY-Graduate School & University Center
CUNY-Hunter College
Dartmouth College
Eastern Nazarene College
Fordham University - Lincoln Center
Fordham University
Franklin Pierce College
Husson College
Ithaca College
The King's College
LeMoyne College
Long Island University
University of Maine - Orono
Manhattan College
Manhattanville College
Marist College
MIT
MIT - Sloan School of Management
University of Massachusetts - Amherst
Mount Holyoke College
New Hampshire College
NYU-Grad. School of Business
New School for Social Research - Graduate School
Northeastern University
Pace University - New York City
Pace University - Westchester
Polytechnic University
Post College
Pratt Institute
Rensselaer Polytechnic University
Rhode Island School of Design
University of Rhode Island
Roberts Wesleyan College
University of Rochester
University of Rochester - W.E. Simon Graduate School of Business
Sacred Heart University
Saint Anselm College
St. John Fisher College
St. Joseph's College
St. Joseph's University
SUNY-Buffalo
SUNY-Cortland
SUNY-Geneseo
SUNY-Plattsburgh
SUNY-Purchase
Syracuse University
Union College
Vassar College
Williams College
Worcester Polytechnic Institute

MAPA

Bloomsburg University
Bluefield State College
Bryn Mawr College
Bucknell University
California University of Pennsylvania
Capitol College
Carnegie-Mellon University
Catholic University of America
Centenary College
Delaware State College
University of Delaware
University of District of Columbia
Drew University
Elizabethtown College
Fairleigh Dickinson - Rutherford
Fairleigh Dickinson - Teaneck
Gannon University
Georgetown University
George Washington University
Gettysburg College
Glenville State College
Grove City College
Hampden-Sydney College
Haverford College
James Madison University
Juniata College
Kutztown University
Lafayette College
LaSalle University
Lehigh University
Lock Haven University
Lycoming College
Mansfield University
University of Maryland - Baltimore County
University of Maryland - College Park
Marymount University-Graduate School
Neumann College
New Jersey Institute of Technology
Penn State University
Penn State - Behrend College
Penn State - Capitol Campus
University of Pennsylvania
University of Pittsburgh
Point Park College
Princeton University
Ramapo College of NJ
Rutgers University - Camden - Arts & Science
Rutgers University - Newark
Rutgers University - New Brunswick
University of Scranton
Spring Garden College
Susquehanna University
Swarthmore College
Temple University
Trenton State University
Ursinus College
Villinova University
Virginia State University
Virginia Wesleyan University
Washington & Lee University
West Virginia Institute of Technology
West Virginia University

MCPA

Adrian College
University of Akron
Anderson University
Augustana College
Augustana College-Sioux Falls
Bradley University
Buena Vista College
Calvin College
Capital University
Case Western Reserve University
Cedarville College
Central Missouri State University
University of Chicago
University of Chicago - Graduate School of Business
University of Cincinnati
Cleveland State University
Coe College
Concordia College
Davenport College - Grand Rapids
University of Dayton
Defiance College
Depaul University
Depauw University
Doane College
Dordt College
Eastern Michigan University
Emporia State College
Eureka College
Ferris State University
Franciscan University - Steubenville
Grace College
Grand View College
Hanover College
IIT-Illinois Institute of Technology
University of Illinois - Chicago
University of Illinois - Chemistry & Chemical Engineering
University of Illinois - Commerce & Business
University of Illinois - Engrg.
Indiana University
Indiana University - Northwest
Indiana University / Purdue University - Indianapolis
Iowa State University - Agriculture
Iowa State University - Business, Science & Humanities
Iowa State University - Design
Iowa State University - Engrg.
Iowa State University - Family & Consumer Science
Iowa State University-Veterinary Medicine
University of Iowa
University of Iowa - Engrg.
John Carroll University
Judson College
University of Kansas - Arts
University of Kansas - Business
University of Kansas - Engrg.
Kenyon College
Lawrence University
Lorcas College
Mac Murray College
Manchester College
Marietta College
Marquette University
Mayville State University
Michigan State University
Michigan Tech University
University of Michigan-Ann Arbor - Business Administration
University of Michigan-Ann Arbor - Engineering
University of Michigan-Dearborn
University of Minnesota-Agriculture
University of Minnesota-Carlson School of Management
Minot State University
University of Missouri - Columbia - Engineering
University of Missouri - Rolla
University of Missouri-St. Louis
Missouri Western State College
College of Mount St. Joseph
Mundelein College
Muskingum College
North Central College
University of North Dakota
Northern Illinois University
Northern Michigan University
Northland College
Northwestern College
Northwestern University
Northwestern University-Kellogg Graduate School of Business
Northwest Missouri State University
Ohio Northern University
Ohio State University - Agriculture
Ohio State University - Arts & Science
Ohio State University - Business
Ohio State University - Engrg.
Ohio University
Ohio Wesleyan University
Otterbein College
Pittsburg State University
Purdue University
Rockford College
Saginaw Valley State University
Southern Illinois University - Carbondale
Southern Illinois University - Edwardsville
Southwest Missouri State University
St. Ambrose University
College of St. Thomas
Stephens College
Taylor University
University of Toledo
Tri-State University
Washington University-School of Business
Wayne State University
Westmar College
University of Wisconsin - Eau Claire
University of Wisconsin - Green Bay
University of Wisconsin - Madison - Arts
University of Wisconsin - Madison - Business
University of Wisconsin - Madison - Engineering
University of Wisconsin - Platteville
University of Wisconsin - River Falls
College of Wooster
Wright State University
Youngstown State University

RMCPA

University of Arizona
Brigham Young University
Carroll College
Colorado School of Mines
Colorado State University
Colorado Tech
University of Colorado
University of Denver
Eastern Montana College
Kansas State University
Montana State University
University of Montana
University of Nebraska - Lincoln
New Mexico Institute of Mining & Technology
New Mexico State University
University of New Mexico
Northern Arizona University
University of Northern Colorado
South Dakota School of Mines
University of South Dakota - Business
Utah State University
University of Utah
Washburn University
University of Wyoming

SCPA

Alabama A&M University
University of Alabama
University of Alabama - Engrg.
University of Alabama - Birmingham
Auburn University
Augusta College
Bellarmine College
Berry College
Catawba College
University of Central Florida
Centre College
The Citadel, Military College of South Carolina
Clemson University
Duke University
Duke University - Fuqua School of Business
Eastern Kentucky University
East Tennessee State University
Elon College
Emory University - Business
Florida Atlantic University
Florida State University
University of Florida
Georgia College
Georgia Institute of Technology
Georgia Southern College
Georgia Southwestern College
Georgia State University
University of Georgia
Hampton University
Jacksonville University
University of Kentucky
Louisiana College
Louisiana State University
University of Louisville
Mars Hill College
Mary Washington College
Memphis State University
Middle Tennessee State University
Millsaps College
Mississippi State University
University of Mississippi
Morehead State University
Morris College
North Carolina A&T State University
North Carolina Central University
North Carolina State University - Textiles
University of North Carolina - Asheville
University of North Carolina - Chapel Hill
University of North Carolina - Greensboro
Northeast Louisiana University
Northern Kentucky University
University of North Florida
Oglethorpe University
Old Dominion University
Presbyterian College
Queens College
Randolph-Macon Woman's College
Rollins College
University of South Alabama
University of South Carolina
University of South Carolina - Aiken
Southern College of Technology
University of Southern Mississippi
University of South Florida
Spring Hill College
Tennessee Tech University
University of Tennessee - Chattanooga
University of Tennessee - Knoxville
Tulane University
Valdosta State College
Vanderbilt University
Vanderbilt University - Owen Grad. School of Management
Virginia Tech & State University
University of Virginia
Wake Forest University
Wake Forest University-Babcock Grad. School of Management
Western Carolina University
Western Kentucky University
College of William & Mary
Winthrop College
Wofford College
Xavier University of Louisiana

SWPA

American Grad School of International Management - Thunderbird
Arkansas College
Baylor University
Corpus Christi State University
Hendrix College
University of Houston
University of Houston - Clear Lake
Kansas Wesleyan
Lamar University
Langston University
Louisiana Tech University
University of North Texas
Northwestern Oklahoma State University
Oklahoma State University
Oklahoma State Unviersity - Engineering
University of Oklahoma
Pan American University
Prairie View A & M University
Sam Houston State University
Southern Methodist University
Stephen F. Austin State University
Texas A & I University
Texas A & M University
Texas Lutheran College
Texas Tech University
University of Texas - Arlington
University of Texas - Austin - Business Administration
University of Texas - Austin - Engineering
University of Texas - El Paso
University of Texas - Tyler

WCPA

Arizona State University
California Inst. of Technology
California Poly. State University - San Luis Obispo
California State Poly University - Pomona
California State University-Fresno
California State University-Hayward
California State University-Long Beach
California State University-Los Angeles
California State University-Sacramento
University of California - Los Angeles
Gonzaga University
University of Idaho
Loyola Marymount University
Monterey Institute of International Studies
University of Nevada - Reno
Oregon State University
University of Oregon
Portland State University
University of Redlands
Saint Mary's College
San Diego State University
University of San Francisco
San Jose State University
Santa Clara University
University of Southern California
University of Southern California-Graduate School of Business
Stanford University
Washington State University
University of Washington
Westmont College

A study of 1988-1989 beginning offers

CPC $alary $urvey

College Placement Council, Inc. • 62 Highland Avenue • Bethlehem, PA 18017

Since the January *Salary Survey* appeared, there have been questions raised about the shift to reporting annualized figures rather than monthly figures as has been our past practice. The change was made in response to feedback received from two CPC task groups, a survey conducted in 1987, and reports from CPC's field services people.

CPC is capable of reporting the salary offers in either format. The data are in the computer and may be accessed either way. To get a reading on the current preference of CPC members and subscribers, we have included a ballot with this report. Please take a moment to mark your preference and return the card to CPC. We will report the results and adjust the *Salary Survey* accordingly.

Longtime users of *Salary Survey* also will note that the early offers reported in January normally reflect decreases compared with the previous year-end salary figures. In addition, many of the categories do not have a sufficient number of offers reported to CPC to provide a statistically sound base. The figures are accurate, but there are not enough of them. Users of the *Survey* are cautioned to use it with care and judgment.

As the recruiting season progresses, reporting of job offers also increases, and, consequently, the March *Salary Survey* provides more significant numbers for comparisons with the 1988 year-end figures. The number of categories with statistically sound bases also increases.

In the March report, the trend continues for chemical engineers as they maintain the top dollar position among engineering graduates with an average offer of $32,812, 5.9 percent above last year. Petroleum engineers run a close second with an average dollar offer of $32,202. After an initial decrease shown in the January report, this is now up slightly from September 1988. Both aerospace and mechanical engineers also posted gains, with average dollar increases of 3.6 percent and 3.2 percent, respectively.

Average salary offers to business disciplines also were favorable. Management information systems graduates received the best news of these disciplines with 9 percent higher salary offers, for an average of $27,090. Accounting graduates experienced 5.3 percent higher salary offers with an average of $25,261. Offers to business administration graduates rose 4.3 percent to $22,371, while human resources graduates received an average dollar offer of $21,716, a 6.9 percent increase since last year. However, hotel and restaurant management graduates saw a slight downturn in their average dollar offer (1.8 percent lower) to $19,767.

In the health fields, allied health graduates experienced 6.3 percent higher salaries with an average dollar offer of $23,950. On the down side, nursing graduates received 2.5 percent lower salaries with an average dollar offer of $23,062.

It is too early in the recruiting season to make any judgments on the outlook for this year's M.B.A. graduates. Although average dollar offers are currently running lower than last September's for M.B.A. candidates with nontechnical undergraduate degrees, traditionally most M.B.A. recruiting is in the spring which usually results in a higher average dollar offer by year-end. However, for M.B.A. candidates with technical undergraduate degrees, only those with no experience saw a lower average dollar offer. Those with experience already gained at least 9.5 percent higher offers since last year.

The CPC *Salary Survey* March report covers the period from September 1, 1988, to March 6, 1989. The data include offers extended to students graduating between September 1, 1988, and August 31, 1989. Additional copies of this report are available to CPC members and *Salary Survey* subscribers for $2 each.

Dawn Oberman
Statistical Services Specialist

SCOPE AND NATURE OF THE SURVEY

The scope, nature, and coverage of the CPC ***Salary Survey*** are particularly important to the interpretation and proper use of the statistics.

The study surveys a fairly consistent population which includes 418 career planning and placement offices of colleges and universities across the United States. Offers are reported from employing organizations in business, industry, government, and non profit and educational organizations. The offers are base starting salary offers and do not include fringe benefits or overtime. The data cover a broad range of functional positions. Confidentiality is maintained for the individual, the college, and the employer.

The ***Survey*** reports offers, not acceptances, with no limit on the number of offers per student. Therefore, offers in the study cannot be equated with actual hires, and when the economic climate changes substantially, the ratio of hires usually changes also, making comparison with other years no longer valid. In those categories where offers are relatively few, the data should only be regarded as an indication.

The ***Survey*** is available only to members of the College Placement Council and ***Salary Survey*** subscribers and is intended for the professional use of its constituents. Reports are issued in January, March, July, and September.

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Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1988	Percentiles		
	March 1989	March 1989	September 1988		90th	50th	10th
Business							
Accounting	2,528	**$25,261**	$24,000	5.3%	$28,000	$25,500	$21,996
Business Administration (incl. Management Science)	453	**22,371**	21,456	4.3	28,500	21,600	16,500
Distribution Management	39	**24,129**	N/A	N/A	28,200	25,000	19,200
Economics & Finance (incl. Banking)	460	**23,876**	N/A	N/A	28,500	24,492	18,000
Hotel/Restaurant Management	66	**19,767**	20,124	-1.8	22,000	19,200	17,500
Human Resources (incl. Labor Relations)	33	**21,716**	20,316	6.9	27,600	20,400	17,500
Management Information Systems	177	**27,090**	24,864	9.0	31,200	26,600	24,000
Marketing/Marketing Management (incl. Research)	486	**22,190**	N/A	N/A	27,000	22,000	18,000
Real Estate	6	**22,788**	N/A	N/A	*	*	*
Communications							
Advertising	10	**19,249**	19,380	*	*	*	*
Communications	68	**19,883**	20,220	-1.7	26,000	19,120	14,000
Journalism	30	**18,513**	18,372	0.8	24,500	17,964	14,000
Telecommunications/Broadcasting	9	**14,997**	N/A	N/A	*	*	*
Education							
Elementary Education	83	**17,558**	N/A	N/A	21,000	18,000	12,879
Pre-Elementary Education	4	**13,090**	N/A	N/A	*	*	*
Physical Education	9	**18,897**	N/A	N/A	*	*	*
Special Education	24	**19,704**	N/A	N/A	24,500	18,143	17,000
Home Economics							
Human Ecology	12	**17,292**	N/A	N/A	*	*	*
Textiles & Clothing	26	**18,218**	N/A	N/A	21,000	19,000	14,500
Merchandising Management	7	**20,714**	N/A	N/A	*	*	*
Humanities & Social Sciences							
Foreign Languages	10	**19,782**	N/A	N/A	*	*	*
Letters	35	**19,419**	20,664	-6.0	23,000	19,800	15,600
Visual & Performing Arts	19	**15,627**	N/A	N/A	*	*	*
Humanities-Other	31	**21,956**	N/A	N/A	28,000	20,000	18,000
Criminal Justice	18	**19,525**	19,512	*	*	*	*
History	13	**18,863**	22,848	*	*	*	*
Political Science/Government	24	**19,496**	N/A	N/A	24,000	19,100	15,118
Psychology	50	**18,211**	20,592	-11.6	24,996	18,000	12,000
Sociology	18	**19,550**	N/A	N/A	*	*	*
Social Sciences-Other	28	**18,843**	N/A	N/A	22,500	18,600	13,000
Engineering							
Aerospace & Aeronautical	115	**29,204**	28,176	3.6	31,692	29,400	25,440
Agricultural	8	**23,632**	25,020	*	*	*	*
Architectural	6	**22,813**	N/A	N/A	*	*	*
Bioengineering & Biomedical	6	**26,306**	28,272	*	*	*	*
Chemical	543	**32,812**	30,996	5.9	34,800	33,000	30,900
Civi	361	**26,090**	25,596	1.9	31,000	25,500	22,750

N/A - No historic data available
* Not computed for fewer than 20 offers

Continued . . .

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1988	Percentiles		
	March 1989	March 1989	September 1988		90th	50th	10th
Continued . . .							
Computer	91	$29,800	N/A	N/A	$32,000	$30,468	$27,000
Electrical	949	30,269	N/A	N/A	33,000	30,600	26,400
Industrial	206	29,378	$ 28,476	3.2	32,200	30,000	25,200
Mechanical	1,029	30,317	29,388	3.2	33,300	30,600	27,000
Metallurgical	50	29,580	29,448	0.4	32,364	30,600	24,000
Mining	9	24,714	N/A	N/A	*	*	*
Nuclear	5	31,540	28,740	*	*	*	*
Petroleum	62	32,202	32,016	0.6	38,100	33,600	24,960
Textile	3	27,333	N/A	N/A	*	*	*
Engineering Technology	160	28,085	27,396	2.5	33,000	27,996	22,000
Industrial Technology	25	25,870	N/A	N/A	28,800	26,950	21,996
Agriculture & Natural Resources							
Agribusiness	25	22,106	N/A	N/A	28,800	20,000	18,000
Animal Sciences	7	18,771	N/A	N/A	*	*	*
Plant Sciences	5	17,656	N/A	N/A	*	*	*
Natural Resources	1	22,800	19,932	*	*	*	*
Other Agricultural Sciences	18	20,814	N/A	N/A	*	*	*
Computer Sciences							
Computer Science	378	27,691	N/A	N/A	32,004	28,110	21,504
Computer Programming	26	26,131	N/A	N/A	31,200	27,716	19,760
Information Sciences & Systems	94	26,361	N/A	N/A	31,104	26,750	23,000
Systems Analysis	8	28,575	N/A	N/A	*	*	*
Health Sciences							
Allied Health	44	23,950	22,536	6.3	28,000	24,500	19,000
Health Sciences	23	18,710	N/A	N/A	23,950	18,000	16,000
Nursing	80	23,062	23,652	-2.5	30,000	22,100	18,000
Pharmacy	65	36,276	34,356	5.6	41,000	41,000	27,664
Sciences							
Actuarial	6	30,384	N/A	N/A	*	*	*
Architectural & Environmental Design	14	24,380	N/A	N/A	*	*	*
Biological	14	19,471	20,364	*	*	*	*
Chemistry	57	29,349	26,004	12.9	33,600	31,800	22,000
Geological	5	23,032	N/A	N/A	*	*	*
Mathematics (incl. Statistics)	60	25,079	N/A	N/A	31,500	26,450	16,800
Physics	7	27,036	27,816	*	*	*	*
Other Physical & Earth Sciences	11	22,655	21,216	*	*	*	*
	9,352						

N/A - No historic data available
* Not computed for fewer than 20 offers

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1988	Percentiles		
	March 1989	March 1989	September 1988		90th	50th	10th
Finance							
Accounting (Public)	2,164	$25,476	N/A	N/A	$28,000	$25,775	$22,500
Accounting (Private)	413	23,974	N/A	N/A	27,500	24,500	19,000
Commercial Banking (Consumer)	48	21,778	N/A	N/A	25,500	21,500	17,000
Commercial Banking (Lending)	43	21,844	N/A	N/A	26,000	21,600	16,800
Investment Banking (Corporate Finance)	12	25,192	N/A	N/A	*	*	*
Investment Banking (Mergers & Acquisitions)	5	28,040	N/A	N/A	*	*	*
Investment Banking (Real Estate)	4	17,175	N/A	N/A	*	*	*
Investment Banking (Sales & Trading)	6	22,917	N/A	N/A	*	*	*
Financial/Treasury Analysis	148	24,801	N/A	N/A	29,000	25,350	19,200
Portfolio Management/Brokerage	13	22,515	N/A	N/A	*	*	*
Underwriting	30	20,785	N/A	N/A	24,000	20,600	17,928
Marketing							
Advertising	13	17,840	N/A	N/A	*	*	*
Brand/Product Management	89	24,072	N/A	N/A	30,996	24,000	18,000
Buyer/Merchandising	145	22,123	N/A	N/A	26,000	21,600	18,500
Market Research	36	23,411	N/A	N/A	30,000	22,690	18,000
Sales	490	23,137	N/A	N/A	30,000	23,000	16,800
Communications							
Design/Graphic Arts	14	23,598	N/A	N/A	*	*	*
Media Planning	11	20,868	N/A	N/A	*	*	*
On-Air Reporting	2	18,000	N/A	N/A	*	*	*
Production	15	21,270	N/A	N/A	*	*	*
Public Relations	38	19,293	N/A	N/A	25,500	18,000	13,500
Writing/Editing	21	16,475	N/A	N/A	20,800	16,800	12,000
Public Administration							
Executive, Legislative, & General	12	18,310	N/A	N/A	*	*	*
Finance, Taxation, Monetary Policy	22	21,392	N/A	N/A	25,000	20,844	18,000
Economic Programs	5	18,394	N/A	N/A	*	*	*
Law Enforcement	22	20,526	$20,700	-0.8%	24,000	18,600	16,851
Military	56	21,365	N/A	N/A	25,992	20,304	16,067
National Security	9	23,868	N/A	N/A	*	*	*
Urban/Regional Planning	10	24,251	N/A	N/A	*	*	*
Social Services							
Administration	49	23,984	N/A	N/A	33,000	23,000	17,000
Counseling	17	17,162	N/A	N/A	*	*	*
Fundraising/Development	1	23,500	N/A	N/A	*	*	*
Social Work	14	18,579	N/A	N/A	*	*	*
Engineering							
Bioengineering	15	30,954	N/A	N/A	*	*	*
Design/Construct	671	28,238	N/A	N/A	32,976	28,860	23,004
Environmental/Sanitation	62	27,866	N/A	N/A	32,940	28,000	22,000
Manufacturing/Industrial	1,124	30,537	N/A	N/A	33,204	30,790	27,040
Systems/Programming	112	29,675	N/A	N/A	33,000	30,210	24,342
Power Systems	112	29,692	N/A	N/A	32,100	30,140	27,050
Software Design & Development	101	29,543	N/A	N/A	32,400	30,000	26,160
Hardware Design & Development	87	30,312	N/A	N/A	33,000	30,600	27,600
Research & Development	218	30,275	N/A	N/A	33,960	31,045	25,000
Testing	107	28,786	N/A	N/A	33,000	29,600	24,000
Process Engineering	629	31,963	N/A	N/A	35,000	32,800	27,600
Other Engineering	217	29,839	N/A	N/A	33,280	30,600	24,342

N/A - No historic data available
* Not computed for fewer than 20 offers

Continued

AVERAGE YEARLY SALARY OFFERS

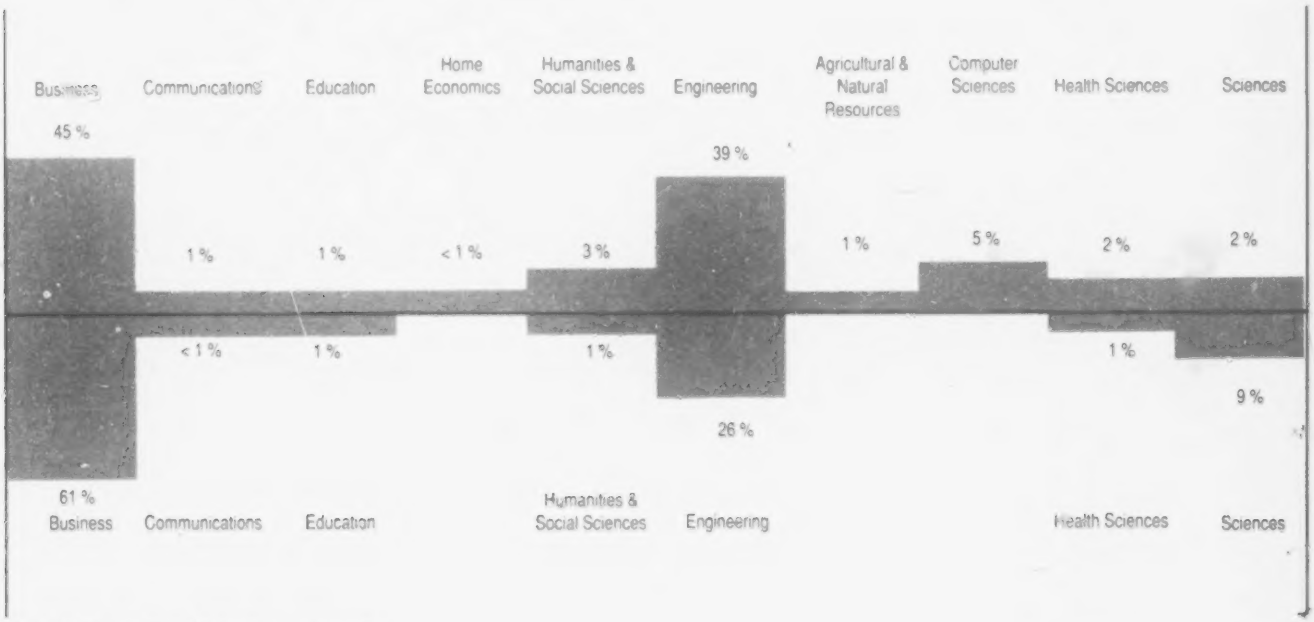
Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1988	Percentiles		
	March 1989	March 1989	September 1988		90th	50th	10th
Continued . . .							
Computer Science							
Computer Programming	330	$26,936	26,892	0.2	$31,500	$27,500	$21,000
Information Systems	148	27,006	N/A	N/A	31,200	27,000	24,000
Systems Analysis & Design	151	27,759	N/A	N/A	32,100	28,000	23,280
Other Functional Areas							
Actuarial	16	27,269	N/A	N/A	•	•	•
Agricultural/Natural Resources	34	22,353	19,728	13.3	28,800	23,000	16,000
Architecture	19	22,693	N/A	N/A	•	•	•
Consulting	238	27,571	26,988	2.2	31,800	27,610	24,000
Human Resources/Industrial Relations	63	22,410	20,076	11.6	28,000	22,000	17,500
Management Trainee	511	21,453	20,892	2.7	28,000	20,300	17,000
Mathematician/Statistician	12	21,808	N/A	N/A	•	•	•
Nurses/Personal Care	77	23,057	23,760	-3.0	30,000	22,000	18,000
Other Health Related	145	28,144	28,392	-0.9	41,000	26,500	17,500
Paralegal	2	20,460	N/A	N/A	•	•	•
Performing Arts (Entertainment)	3	15,000	N/A	N/A	•	•	•
Research (Nontechnical)	7	23,679	24,228	•	•	•	•
Research (Technical)	10	20,115	25,404	•	•	•	•
Teaching	154	18,214	N/A	N/A	22,400	18,000	13,000
	9,352						

PROPORTION OF OFFERS BY CURRICULAR AREA

Bachelor's Degree Candidates



Master's Degree Candidates (Inexperienced)

Beginning salary offers to all candidates by curriculum and employer

This diagram indicates arrangement of data in blocks

Average	$24,876	639
90th Percentile	$28,000	
10th Percentile	$21,600	

Number of Offers

SERVICE EMPLOYERS

Bachelor's Degree Curricula	Public Accounting	Advertising	Architectural Engineering Design	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Financial Services	Hospitality Amusement/ Recreation/ Fast Food	Hospitality Hotels/Motels Full Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing	Real Estate
Accounting	$25,627 2101 $28,500 $22,800	$25,500 4		$24,482 17	$19,352 2	$24,980 9	$18,200 4	$27,333 6	$24,110 12	$24,000 2	$20,400 4	$20,896 13		$21,470 15	$30,000 2		$24,000 2	$23,150 2
Business Administration incl. Management Science	$25,083 25 $30,000 $21,000	$13,450 1		$22,916 13	$27,500 1	$20,300 12	$22,569 13	$25,958 12	$21,146 14	$18,200 4	$18,620 11	$23,446 25 $30,000 $20,000		$19,028 69 $22,000 $16,000	$19,900 2		$18,150 4	$21,500 2
Distribution Management						$28,500 1								$23,900 2				
Economics & Finance (incl. Banking)	$26,168 37 $30,000 $23,000		$16,000 7	$22,820 88 $26,496 $18,000	$23,816 10	$24,378 4	$26,714 7	$25,957 30 $29,000 $23,000	$22,194 36 $28,000 $18,000	$22,479 6	$20,198 5	$21,520 27 $25,000 $18,000		$21,489 36 $26,000 $17,500			$23,000 1	$17,500 1
Hotel / Restaurant Management										$19,710 8	$19,561 51 $21,000 $17,500			$21,176 1				
Human Resources (incl. Labor Relations)							$24,000 1					$18,000 1		$21,458 12	$13,500 2		$22,500 1	$15,600 1
Management Information Systems	$26,932 17			$20,000 1	$20,000 1	$28,417 8	$26,399 17	$29,250 8	$25,200 1		$18,000 1	$25,112 20 $26,000 $24,500		$26,370 5				
Marketing/Marketing Management (incl. Research)	$24,000 5	$16,500 2	$17,000 1	$19,269 13	$21,167 6	$25,071 7	$23,340 9	$17,000 1	$19,709 11	$20,000 6	$23,025 8	$19,535 23 $22,000 $14,000		$21,459 151 $26,000 $18,000	$21,844 6		$23,223 6	$35,000 1
Real Estate																		$18,000 1
Advertising		$18,000 1	$21,794 2			$17,000 1								$18,200 4				
Communications		$17,500 2		$10,740 1	$37,000 1	$14,250 4			$18,125 2	$19,000 2	$18,508 5	$19,900 1		$20,002 11	$23,508 1	$34,000 1		$13,900 1
Journalism		$15,900 1		$14,000 1		$16,946 7			$19,000 1			$17,928 1		$19,020 5		$20,000 1	$15,387 3	
Telecommunications/ Broadcasting						$14,243 7								$23,000 1				
Elementary Education							$20,000 1							$20,000 1				
Pre-Elementary Education																		
Physical Education																		
Special Education																		

Curriculum Continued

	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architectural/ Engineering Design	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Financial Services	Hospitality/ Amusement/ Recreation/ Fast Food	Hospitality Hotels Motels Full Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing	Real Estate
Human Ecology								$14,000 1	$18,300 1					$20,000 1				
Textiles & Clothing														$17,663 15				
Merchandising Management								$30,000 1						$19,167 6				
Foreign Languages						$20,000 2												
Letters				$17,500 2		$15,000 3	$21,750 2	$23,150 2	$19,000 1					$19,970 6	$31,000 1		$12,800 2	
Visual & Performing Arts		$10,224 1	$13,520 1	$16,800 1		$14,460 2		$10,000 1		$13,000 1								$15,360 1
Humanities-Other	$23,000 1			$14,500 2		$18,000 2			$22,000 1		$20,316 2	$22,680 1	$27,000 1	$20,834 6	$18,000 1			
Criminal Justice								$22,500 1	$35,000 1			$21,000 2	$13,920 1	$14,792 2		$19,252 2		
History			$12,500 1											$19,833 3		$12,000 1		
Political Science / Government				$24,000 1							$16,000 1	$15,000 1		$20,320 5				
Psychology						$16,500 1		$26,000 2		$20,000 1	$14,300 2	$20,500 2		$17,309 11			$12,000 1	
Sociology				$16,933 3									$14,000 1	$18,000 1				
Social Sciences-Other				$19,800 1			$20,016 1	$26,000 1		$16,800 1				$18,224 8				
Aerospace & Aeronautical Engineering								$34,500 1				$31,000 1						
Agricultural Engineering			$15,360 1															
Architectural Engineering			$21,039 4					$25,000 1										
Bioengineering & Biomedical Engineering																		
Chemical Engineering							$34,500 1	$32,216 12						$28,000 1				
Civil Engineering			$22,340 8			$30,120 1		$26,035 47 $29,000 $24,000								$24,400 2		
Computer Engineering	$31,000 1					$32,500 1	$28,260 4	$29,750 6						$22,000 1				

Curriculum - Continued	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architectural Engineering Design	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Financial Services	Hospitality Amusement Recreation Fast Food	Hospitality Hotels Motels Full Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective Security Services	Publishing	Real Estate
Electrical Engineering	$27,833 3					$30,343 18	$30,905 11	$29,890 60 $32,000 $27,000				$31,000 1						
Industrial Engineering	$29,705 18			$30,000 1		$30,000 1	$27,400 2	$29,252 19				$25,000 1						
Mechanical Engineering	$27,250 2		$26,439 5		$27,996 1	$32,167 3	$30,000 2	$29,398 42 $31,000 $27,000	$33,400 1			$27,864 2		$28,980 1				
Metallurgical Engineering																		
Mining Engineering								$21,456 4										
Nuclear Engineering																		
Petroleum Engineering																		
Textile Engineering																		
Engineering Technology			$30,000 1			$30,999 3	$29,583 3	$29,959 5				$21,500 2						
Industrial Technology								$27,000 1										
Agribusiness				$18,500 3	$18,480 1			$18,500 1				$18,500 1						
Animal Sciences																		
Plant Sciences																		
Natural Resources																		
Other Agricultural Sciences										$13,000 1								
Computer Science	$26,875 8			$23,000 1	$28,000 2	$28,596 10	$26,330 46 $31,500 $20,000	$28,251 17	$25,679 5	$16,000 2		$22,597 11		$24,077 6				
Computer Programming	$24,000 1					$28,500 1	$26,193 6	$25,500 1				$24,000 1		$19,760 1				
Information Sciences & Systems	$26,467 9					$30,750 2	$24,905 15	$26,833 3	$23,000 1			$26,880 4		$27,584 5			$30,000 1	
Systems Analysis							$30,500 2							$27,100 1				
Allied Health				$27,000 1														

Curriculum - Continued	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architectural Engineering Design	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Financial Services	Hospitality Amusement Recreation Fast Food	Hospitality Hotels Motels Full Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective Security Services	Publishing	Real Estate
Health Sciences																		
Nursing															$15,000 1			
Pharmacy														$40,932 37 $41,000 $41,000				
Actuarial								$30,000 1	$28,000 1			$31,076 4						
Architectural & Environmental Design			$23,662 9															
Biological														$12,000 1				
Chemistry							$31,896 1											
Geological								$24,580 2										
Mathematics (incl. Statistics)	$25,300 5				$30,000 1	$27,500 1	$24,460 5	$28,080 1				$20,605 8					$18,500 1	
Physics							$32,011 1							$22,000 1				
Other Physical & Earth Sciences							$21,600 3											

BACHELOR'S SUMMARY

Nontechnical Curricula	$25,635 $28,500 $22,800	2186	$18,965	12	$17,101	6	$22,173 $26,496 $17,000	144	$23,256 $29,500 $19,000	21	$20,800 $28,020 $13,200	70	$23,992 $28,080 $18,000	55	$25,848 $30,000 $22,000	66	$21,325 $26,500 $17,000	81	$20,037 $23,000 $16,800	31	$19,611 $22,000 $17,500	90	$21,939 $25,860 $17,928	117	$18,307	3	$20,498 $26,000 $17,000	377	$22,025	15	$20,901	5	$19,460 $24,000 $12,000	20	$20,426	10
Technical Curricula	$27,817 $31,000 $25,000	47			$23,335 $30,000 $18,000	28	$22,583	6	$26,495	5	$30,042 $32,900 $27,500	41	$26,911 $32,000 $21,600	102	$28,602 $32,000 $24,600	224	$26,599	8	$15,000	3			$24,263 $31,000 $19,000	36			$35,577 $41,000 $23,000	55	$15,000	1	$24,400	2	$24,250	2		

MBA - INEXPERIENCED - BY TYPE OF EMPLOYER

MBA - Nontechnical Undergraduate Degree	$29,991 $31,500 $27,500	33					$32,825	16	$30,000	1	$30,960	1	$36,800	1	$37,100	10	$39,333	3	$45,000	1	$28,000	2									$33,000	1	$45,000	1
MBA - Technical Undergraduate Degree	$27,555	11					$43,000	2	$50,250	4	$30,000	1	$38,000	1	$53,750	4	$60,000	1																

MORE EMPLOYER CATEGORIES ON NEXT PAGE

EMPLOYER CATEGORIES - Continued

Bachelor's Degree Curricula	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Research Organizations	Transportation	Utilities	Other Service Employers	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership/ Religious Organizations	Museums & Cultural Organizations	Social Services Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Accounting	$27,500 1	$19,767 6	$23,562 10	$23,957 7	$14,700 2	$20,703 32 $24,600 $18,000	$19,180 50 $22,800 $15,000	$21,093 3	$22,590 5	$19,219 3		$20,185 1	$34,000 1	$23,250 8	$24,571 7	$24,880 10	$25,[illegible] 3	$25,574 27 $27,500 $24,000
Business Administration incl. Management Science	$22,833 3	$23,836 11	$24,889 9	$19,156 19	$24,000 4	$20,548 32 $21,600 $16,800	$24,273 9	$24,732 6	$21,400 5	$20,050 2		$16,586 6	$15,667 3	$23,929 7	$21,667 6	$25,573 12	$27,233 6	$26,069 9
Distribution Management		$20,797 6		$16,000 1		$19,723 3	$19,776 1								$16,800 1	$30,000 1	$26,400 1	$25,892 10
Economics & Finance (incl. Banking)		$23,001 6	$24,350 4	$24,857 7	$23,600 2	$18,177 12	$15,000 1	$22,000 1	$28,000 1					$23,681 17	$23,000 1	$26,109 7	$23,800 5	$26,996 14
Hotel/Restaurant Management				$21,067 3		$18,000 1		$19,000 1						$28,000 1				
Human Resources (incl. Labor Relations)		$25,500 1		$18,000 1										$21,782 2		$24,180 1	$22,000 1	
Management Information Systems		$22,000 1	$26,801 3	$27,340 2	$23,000 1	$21,575 4								$25,027 8	$25,750 2	$28,000 1	$26,400 2	$29,183 8
Marketing/Marketing Management (incl. Research)	$20,176 5	$22,938 8	$23,729 12	$20,700 15	$19,137 2	$17,240 7		$21,000 1	$21,607 6	$21,000 1					$20,750 2	$25,069 13	$26,725 8	$25,882 32 $30,000 $23,400
Real Estate		$21,000 1				$18,726 1	$15,000 1										$32,000 2	
Advertising																		
Communications		$18,000 1	$19,000 1	$18,667 3	$19,133 3	$15,100 3			$19,200 1		$12,500 1	$23,500 1	$15,000 2		$17,000 1	$24,180 1	$20,500 2	$20,750 2
Journalism			$30,000 1		$18,000 1		$30,000 1		$24,500 1	$12,000 1		$21,000 1						
Telecommunications/Broadcasting					$12,275 1													
Elementary Education					$17,755 77 $21,000 $13,080					$12,725 3			$12,000 1					
Pre-Elementary Education					$12,653 3					$14,400 1								
Physical Education				$15,000 1	$16,728 6								$18,700 1					
Special Education					$20,033 21 $24,500 $17,000							$18,000 2	$16,200 1					

Curriculum Continued	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Research Organizations	Transportation	Utilities	Other Service Employers	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Human Ecology					$18,850 2		$17,833 3	$15,000 1										
Textiles & Clothing																		
Merchandising Management																		
Foreign Languages					$21,120 1	$17,933 3												
Letters				$17,100 1	$19,167 6		$19,226 4	$20,250 2					$19,800 1			$22,562 2		
Visual & Performing Arts				$16,068 2	$14,988 4		$15,000 1		$17,000 1								$17,000 1	
Humanities-Other				$19,575 1	$17,500 2	$15,000 1	$23,000 4			$18,000 1			$13,000 1			$42,000 2		$29,000 1
Criminal Justice					$19,246 2	$16,983 3	$23,500 3					$10,000 1						
History					$19,973 3	$19,325 4												
Political Science / Government		$21,000 2			$18,600 1	$18,243 7	$14,650 4							$25,200 1				
Psychology	$24,996 1				$16,900 5	$18,777 4	$18,433 7	$24,000 1	$15,000 2			$13,075 4	$18,000 1			$24,180 1		$20,890 1
Sociology				$18,500 1				$20,000 1	$19,000 1			$18,658 7						$25,000 1
Social Sciences-Other					$16,174 5	$20,762 5	$15,924 2					$16,393 3						
Aerospace & Aeronautical Engineering						$26,016 11								$29,435 96 $31,596 $27,500		$29,850 2	$27,000 1	
Agricultural Engineering							$19,000 1								$25,000 1	$30,288 2	$21,600 1	
Architectural Engineering																	$27,720 1	
Bioengineering & Biomedical Engineering	$25,000 1					$24,300 1								$30,160 1				
Chemical Engineering	$27,750 2			$32,700 1		$23,516 9			$32,010 2					$30,550 2		$30,939 7	$30,260 5	$33,136 316 $35,000 $31,800
Civil Engineering	$30,000 1	$23,774 33 $25,032 $22,880	$27,873 8	$29,605 10		$23,370 23 $25,343 $19,656	$25,243 119 $28,000 $22,880							$27,816 1	$28,000 1	$27,533 6	$27,259 48 $30,000 $24,000	$31,155 4
Computer Engineering	$32,604 1		$30,333 3			$26,635 3	$26,608 2	$24,000 1					$25,246 2	$29,761 15		$31,533 3		$31,580 2

Curriculum Continued	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Research Organizations	Transportation	Utilities	Other Service Employers	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Electrical Engineering	$30,339 6		$30,167 58 $31,608 $28,800	$30,971 7		$24,510 70 $29,199 $19,654	$29,004 8	$30,000 1						$30,338 158 $32,760 $28,560	$25,533 3	$30,615 75 $33,000 $28,500	$29,988 8	$32,613 39 $34,000 $30,600
Industrial Engineering	$30,200 3	$31,233 3	$28,500 2	$31,200 1		$26,809 6	$21,372 1							$29,729 28 $31,500 $27,900		$29,312 24 $31,500 $27,000	$29,814 7	$30,586 12
Mechanical Engineering	$30,728 5	$27,733 3	$30,119 38 $32,500 $28,200	$29,440 5		$24,878 33 $29,700 $20,500	$28,036 6		$33,667 3					$29,323 139 $31,800 $27,400	$29,060 5	$30,553 202 $32,600 $28,440	$29,828 25 $32,500 $26,400	$32,123 114 $34,008 $30,180
Metallurgical Engineering	$13,872 1	$27,900 1				$23,826 1								$32,201 7		$31,195 16	$30,000 1	$30,000 1
Mining Engineering							$18,768 1								$30,000 1			
Nuclear Engineering			$31,550 2															$32,400 1
Petroleum Engineering						$28,500 4											$24,000 1	
Textile Engineering																		
Engineering Technology	$26,775 2	$25,816 4	$21,678 4				$21,320 1							$28,099 28 $31,716 $24,000		$29,270 37 $32,400 $24,966	$27,675 8	$31,260 3
Industrial Technology		$26,950 2				$20,208 1								$28,455 6		$26,950 2	$23,498 2	$28,970 2
Agribusiness															$21,798 12	$29,700 1		
Animal Sciences						$15,000 1									$18,750 2			
Plant Sciences						$17,140 2									$18,000 3			
Natural Resources																		$22,800 1
Other Agricultural Sciences							$16,000 1				$20,000 1				$22,180 12			
Computer Science	$26,311 7	$25,803 5	$26,489 13	$25,346 7	$24,333 3	$19,524 6	$28,748 5	$25,000 2	$14,290 2					$29,016 44 $33,332 $26,780	$27,300 2	$28,478 8	$24,953 3	$29,788 8
Computer Programming			$28,180 1		$23,618 2	$17,878 1		$28,290 2	$22,508 1					$30,000 1				
Information Sciences & Systems	$21,000 1	$19,000 2	$25,700 2	$24,500 1	$21,000 1	$19,872 1	$19,384 3		$25,750 2					$24,960 2		$27,467 3	$29,100 1	$28,574 11
Systems Analysis			$26,496 1															
Allied Health				$20,000 1			$15,600 1	$24,353 32 $28,000 $19,580	$23,544 9									

Curriculum - Continued	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Research Organizations	Transportation	Utilities	Other Service Employers	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Health Sciences						$18,000 2		$21,908 3	$18,850 16			$12,000 1	$15,000 1					
Nursing						$19,500 2		$23,714 62 $29,023 $19,000	$20,169 13							$35,000 1		$23,500 1
Pharmacy								$30,037 23 $34,600 $24,900	$27,500 2									$32,535 3
Actuarial																		
Architectural & Environmental Design							$27,560 1							$23,400 1			$25,800 3	
Biological	$15,420 1				$15,850 2	$18,646 1	$18,804 2	$24,000 3	$20,000 1				$26,500 1					
Chemistry	$24,699 3				$16,000 2			$22,000 1	$12,000 1				$20,000 1					$30,175 31 $33,000 $26,000
Geological		$15,000 1															$24,000 1	
Mathematics (incl. Statistics)		$26,400 1			$18,587 7	$17,389 4								$31,460 4				$29,700 3
Physics	$28,800 1							$16,000 1										
Other Physical & Earth Sciences					$15,641 3													$26,053 3

BACHELOR'S SUMMARY

Nontechnical Curricula	$22,188 10	$22,223 43 $27,000 $17,000	$24,279 40 $29,000 $18,000	$20,724 64 $25,100 $16,000	$18,182 153 $22,500 $13,000	$19,590 122 $23,500 $15,738	$19,831 91 $25,530 $15,000	$21,951 17	$21,186 23 $25,000 $16,500	$18,778 12	$12,500 1	$17,011 26 $21,378 $13,000	$17,392 12	$23,933 44 $27,000 $20,000	$22,500 20 $26,000 $17,000	$25,961 51 $31,500 $21,000	$25,664 31 $32,000 $18,000	$26,086 105 $29,000 $22,500
Technical Curricula	$27,837 35 $31,200 $24,000	$24,443 56 $29,520 $21,000	$29,284 132 $32,000 $25,200	$28,663 33 $31,500 $24,600	$19,088 20 $25,000 $14,000	$23,970 182 $29,700 $19,635	$24,861 154 $29,000 $21,320	$25,012 131 $31,387 $19,000	$21,735 52 $30,000 $17,000		$20,000 1	$12,000 1	$22,398 5	$29,604 523 $32,220 $27,492	$23,303 42 $30,000 $16,300	$30,280 389 $32,700 $27,504	$28,064 116 $31,500 $24,000	$32,383 555 $34,500 $30,000

MBA - INEXPERIENCED - BY TYPE OF EMPLOYER

MBA - Nontechnical Undergraduate Degree		$33,600 1			$20,800 1	$22,500 2	$24,000 1		$27,000 1					$32,000 1	$37,200 1	$33,540 5		$42,417 6
MBA - Technical Undergraduate Degree				$39,500 2										$34,200 1		$31,600 3		$35,800 3

EMPLOYERS CONTINUED ON NEXT PAGE . . .

EMPLOYER CATEGORIES - Continued

Bachelor's Degree Curricula	MANUFACTURING EMPLOYERS														
	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified
Accounting	$26,277 15	$24,671 18	$25,047 15	$22,498 2	$24,487 6	$21,108 2	$24,000 2	$26,000 10	$25,142 79 $27,500 $23,400	$30,000 1		$26,660 5			$32,060 2
Business Administration incl. Management Science	$25,496 18	$22,499 7	$25,420 13	$24,668 8	$25,480 5		$24,400 5	$22,125 4	$25,379 19	$16,800 1	$22,668 1	$26,506 1	$25,000 1	$23,968 8	$21,840 5
Distribution Management	$24,867 6	$26,400 1	$27,433 3					$27,000 1						$28,000 1	
Economics & Finance (incl. Banking)	$26,934 13	$25,893 14	$27,757 7	$24,996 1	$25,853 8		$25,000 1	$27,600 1	$25,577 41 $27,000 $24,000	$27,000 1		$23,000 1	$23,800 3		$26,450 2
Hotel / Restaurant Management															
Human Resources (incl. Labor Relations)	$23,333 3	$20,100 2	$27,600 1		$30,800 1			$28,000 1	$22,200 1						
Management Information Systems	$30,510 12	$30,150 4	$29,086 10	$31,500 3	$31,500 2		$25,000 3	$26,268 9	$28,179 20 $30,000 $27,000	$29,820 2					$27,600 1
Marketing / Marketing Management (incl. Research)	$22,318 13	$22,661 27 $25,000 $20,000	$23,183 22 $25,300 $20,004	$24,012 4	$22,900 7		$22,000 2	$23,520 5	$25,007 14	$20,086 14	$20,500 2	$27,300 2		$19,667 3	$27,500 3
Real Estate															
Advertising	$19,500 1	$21,600 1													
Communications	$24,000 1	$20,700 2	$24,499 6	$24,533 3				$20,000 1					$24,000 1		
Journalism				$23,500 1					$16,000 2					$17,680 1	
Telecommunications / Broadcasting															
Elementary Education															
Pre-Elementary Education															
Physical Education		$36,000 1													
Special Education															

Curriculum Continued	MANUFACTURING EMPLOYERS														
	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas instruments (incl Medical)	Stone Clay Glass & Concrete Products	Textiles & Apparel	Widely Diversified
Human Ecology														$16,333 3	
Textiles & Clothing		$20,000 1	$28,000 1											$17,858 9	
Merchandising Management															
Foreign Languages	$17,150 2		$30,600 1							$18,000 1					
Letters															
Visual & Performing Arts			$29,000 1		$19,000 1										
Humanities-Other													$32,760 1		
Criminal Justice															
History								$24,000 1							
Political Science Government										$19,200 1					
Psychology							$26,000 1				$18,000 1			$23,064 1	
Sociology	$32,000 1								$24,000 1						
Social Sciences-Other		$33,500 1													
Aerospace & Aeronautical Engineering		$31,000 2													$32,300 1
Agricultural Engineering			$23,760 2												
Architectural Engineering															
Bioengineering & Biomedical Engineering		$26,126 3													
Chemical Engineering	$31,672 2	$30,672 10	$30,568 9	$32,400 2	$28,770 2	$27,000 1	$32,500 1	$33,221 14	$33,475 131 $34,800 $31,800		$32,380 3		$28,008 1	$33,000 1	$33,582 6
Civil Engineering	$21,999 2	$21,650 4		$31,200 1	$25,985 7	$29,750 2		$21,600 1	$31,661 26 $33,804 $29,640		$28,000 2		$26,000 4		
Computer Engineering	$30,334 21 $32,000 $28,800	$31,087 16			$31,650 2			$29,333 3	$27,900 3			$30,000 1			

Curriculum Contrivet	MANUFACTURING EMPLOYERS														
	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone Clay Glass & Concrete Products	Textiles & Apparel	Widely Diversified
Electrical Engineering	$31,062 89 $32,760 $29,004	$30,815 216 $33,000 $27,500	$31,348 12	$32,900 3	$30,552 26 $32,100 $29,100	$29,500 1		$31,650 14	$33,280 25 $34,500 $31,992	$31,750 2	$31,950 2	$29,428 18	$30,900 4	$32,775 4	$32,133 9
Industrial Engineering	$28,432 8	$28,937 17	$29,896 18	$30,733 3	$29,776 5		$32,400 1	$29,960 5	$30,440 7			$29,278 9	$29,940 5	$24,952 5	$30,600 2
Mechanical Engineering	$30,148 16	$29,993 89 $31,920 $27,500	$30,376 29 $32,000 $28,800	$30,327 9	$30,085 58 $31,680 $28,200	$31,000 1	$32,033 3	$32,169 26 $33,996 $30,600	$31,931 100 $35,004 $28,620	$31,300 2	$31,197 12	$28,346 10	$30,001 7	$32,008 12	$30,532 16
Metallurgical Engineering		$33,000 1			$28,600 15	$27,300 2			$29,400 1				$29,333 3		
Mining Engineering						$29,280 3									
Nuclear Engineering		$31,100 2													
Petroleum Engineering									$32,605 57 $38,100 $25,200						
Textile Engineering														$27,333 3	
Engineering Technology	$28,957 10	$28,146 13	$32,400 1	$32,100 1	$27,730 10		$29,760 1	$33,000 1	$25,616 7		$21,900 2	$23,960 5	$30,920 5	$27,400 2	$27,000 1
Industrial Technology	$23,000 1	$26,000 3	$28,080 1					$25,000 1		$15,000 1		$23,498 2			
Agribusiness			$23,300 4	$31,200 1					$26,000 1						
Animal Sciences			$19,725 4												
Plant Sciences															
Natural Resources															
Other Agricultural Sciences			$19,833 3												
Computer Science	$29,935 70 $33,120 $25,200	$28,940 45 $31,920 $26,400	$24,500 1		$26,355 4		$30,000 1	$27,895 3	$29,474 23 $31,200 $27,900	$28,000 1	$26,196 1	$29,400 2		$31,000 2	$28,750 2
Computer Programming		$29,220 1							$29,899 4	$18,460 1				$31,000 1	
Information Sciences & Systems	$29,523 9	$25,800 4			$27,400 2				$28,315 4	$28,000 1			$25,000 1		$27,800 2
Systems Analysis	$30,000 2								$24,000 1				$30,000 1		
Allied Health															

Curriculum Continued	MANUFACTURING EMPLOYERS														
	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone, Clay Glass & Concrete Products	Textiles & Apparel	Widely Diversified
Health Sciences															
Nursing															
Pharmacy															
Actuarial															
Architectural & Environmental Design															
Biological			$18,720 1									$20,000 1			
Chemistry		$32,548 4	$32,325 4		$32,500 1				$32,183 6		$30,180 2				
Geological						$27,000 1									
Mathematics (incl Statistics)	$27,734 10	$30,269 6							$30,000 1			$27,000 1			$30,096 1
Physics	$31,200 1		$32,000 1						$27,240 1						
Other Physical & Earth Sciences		$27,040 1			$32,280 1										

BACHELOR'S SUMMARY

Nontechnical Curricula	$25,746 85 $32,000 $20,000	$24,248 79 $28,000 $19,800	$25,573 80 $29,500 $20,900	$25,226 22 $27,996 $22,500	$24,475 30 $29,500 $21,500	$21,108 2	$24,286 14	$25,125 33 $27,000 $20,000	$25,474 177 $28,000 $23,400	$21,516 21 $27,000 $18,000	$20,417 4	$26,423 9	$25,527 6	$20,354 26 $25,300 $17,000	$25,871 13
Technical Curricula	$30,128 241 $32,700 $26,700	$30,117 437 $33,000 $26,500	$29,049 90 $32,400 $20,600	$31,157 20 $33,000 $27,840	$29,490 133 $31,680 $26,400	$28,767 11	$31,537 7	$31,555 68 $33,800 $29,000	$32,190 398 $35,300 $27,600	$26,945 8	$30,073 24 $33,300 $27,060	$28,148 49 $32,000 $22,800	$29,449 31 $31,800 $26,000	$30,092 30 $34,300 $27,000	$31,192 42 $33,996 $28,500

MBA - INEXPERIENCED - BY EMPLOYER TYPE

MBA - Nontechnical Undergraduate Degree	$34,057 7	$36,460 5	$30,600 2	$42,250 4	$25,800 2		$31,920 1	$33,100 2	$30,933 9		$22,000 1	$40,040 1	$36,000 1	$34,000 1	
MBA - Technical Undergraduate Degree	$45,000 1			$44,400 1	$29,400 1				$35,800 3			$45,000 1			

Beginning salary offers to all candidates by curriculum and functional area

This diagram indicates arrangement of data in blocks

Average	$24,876	639
90th Percentile	$28,000	
10th Percentile	$21,600	

Number of Offers

FUNCTIONAL AREA

Bachelor's Degree Curriculum	FINANCE											MARKETING					COMMUNICATIONS	
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking Corporate Finance	Investment Banking Mergers & Acquisitions	Investment Banking Real Estate	Investment Banking Sales & Trading	Financial Treasury Analysis	Portfolio Management Brokerage	Underwriting	Advertising	Brand Product Management	Buyer Merchandising	Market Research	Sales	Design (Graphic Arts)	Media Planning
Accounting	$25,509 2119 $28,020 $22,500	$24,067 323 $27,500 $19,500	$29,550 2	$16,600 2		$24,504 1			$23,194 14	$22,000 1	$18,500 1		$26,000 1		$20,000 1	$26,400 6		
Business Administration (incl. Management Science)	$22,150 14	$21,426 21 $27,000 $15,000	$22,201 8	$28,000 3	$22,500 1		$18,000 2		$24,955 14	$23,875 4	$22,052 12		$22,744 16	$24,171 17	$21,652 7	$21,763 82 $27,300 $16,000		$19,000 1
Distribution Management		$19,776 1											$25,590 15	$19,875 1	$29,500 1			
Economics & Finance (incl. Banking)	$25,212 27 $27,000 $22,000	$24,909 57 $27,000 $22,500	$22,006 24 $25,000 $18,000	$22,739 31 $28,000 $18,000	$26,475 8	$26,750 2	$16,350 2	$20,167 3	$25,254 110 $29,196 $21,000	$21,899 8	$20,412 9		$25,350 6	$22,709 22 $26,000 $19,000	$22,500 1	$21,913 25 $29,400 $15,996		
Hotel / Restaurant Management																$20,225 3		
Human Resources (incl. Labor Relations)													$19,500 1	$21,900 3	$18,000 1	$18,795 4		
Management Information Systems		$24,622 1											$35,750 1				$29,400 1	
Marketing / Marketing Management (incl. Research)	$21,863 2	$30,000 1	$20,027 11	$17,400 2	$19,000 2			$21,002 2	$24,239 5		$20,000 1	$19,300 5	$22,994 34 $27,500 $18,000	$22,534 61 $26,000 $19,000	$21,794 13	$22,715 215 $28,200 $17,000		
Real Estate																$18,000 1		
Advertising												$16,800 1		$18,700 1		$20,100 3	$24,387 1	$17,500 2
Communications		$18,600 2							$14,250 1			$19,250 2	$37,000 1	$22,000 2	$20,590 2	$21,230 25 $27,200 $17,000		$29,400 1
Journalism											$17,928 1	$14,950 2		$26,000 1		$20,920 4		
Telecommunications Broadcasting														$23,000 1			$15,000 1	$12,275 1
Elementary Education									$12,000 1									
Pre-Elementary Education																		
Physical Education													$15,000 1			$36,000 1		
Special Education																		

FUNCTIONAL AREA

Curriculum Continued	FINANCE											MARKETING					COMMUNICATIONS	
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking Corporate Finance	Investment Banking Mergers & Acquisitions	Investment Banking Real Estate	Investment Banking Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Underwriting	Advertising	Brand / Product Management	Buyer / Merchandising	Market Research	Sales	Design / Graphic Arts	Media Planning
Human Ecology				$18,300 1												$15,500 2		
Textiles & Clothing													$15,860 2	$18,559 17		$28,000 1		
Merchandising Management														$19,500 2				
Foreign Languages												$20,000 2				$17,433 3		
Letters		$20,700 1											$19,000 1	$22,000 1		$20,107 3		
Visual & Performing Arts				$16,800 1								$10,224 1		$29,000 1			$13,260 2	
Humanities-Other		$10,800 1	$18,200 1											$21,401 5		$23,516 2		$17,144 4
Criminal Justice											$21,000 2		$35,000 1					
History																$13,640 3		
Political Science / Government			$24,000 1								$15,000 1		$19,200 1			$22,800 2		
Psychology											$21,000 1		$19,000 2	$19,380 5		$16,507 9		
Sociology				$14,400 2												$21,500 2		
Social Sciences-Other		$19,800 1														$12,000 1		
Aerospace & Aeronautical Engineering																		
Agricultural Engineering																	$15,360 1	
Architectural Engineering																		
Bioengineering & Biomedical Engineering																$26,126 3		
Chemical Engineering						$34,200 1							$33,600 1			$30,555 8		
Civil Engineering															$27,000 1	$29,333 3	$25,420 5	
Computer Engineering														$22,000 1	$30,600 1	$32,022 2	$28,000 1	

FUNCTIONAL AREA

Curriculum Continued	FINANCE											MARKETING					COMMUNICATIONS	
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking Corporate Finance	Investment Banking Mergers & Acquisitions	Investment Banking Real Estate	Investment Banking Sales & Trading	Financial Treasury Analysis	Portfolio Management Brokerage	Underwriting	Advertising	Brand Product Management	Buyer Merchandising	Market Research	Sales	Design Graphic Arts	Media Planning
Electrical Engineering														$22,000 1	$30,000 1	$29,035 15		
Industrial Engineering													$30,258 2			$29,483 11		
Mechanical Engineering						$27,996 1							$29,750 2	$29,100 1	$32,876 4	$30,121 19	$32,300 2	
Metallurgical Engineering																$32,364 1		
Mining Engineering																		
Nuclear Engineering																		
Petroleum Engineering		$38,100 1																
Textile Engineering																		
Engineering Technology													$29,000 1			$24,556 9		
Industrial Technology																$15,000 1		
Agribusiness			$18,000 1	$18,500 1							$18,480 1			$19,000 1	$16,300 1	$21,825 6		
Animal Sciences																$18,000 1		
Plant Sciences																$18,000 2		
Natural Resources																$22,800 1		
Other Agricultural Sciences														$24,000 1				
Computer Science								$35,000 1	$24,000 2							$31,800 1		$33,800 1
Computer Programming																		
Information Sciences & Systems	$28,000 1	$23,000 1																$31,500 1
Systems Analysis																		
Allied Health																		

CONTINUED ...

	FUNCTIONAL AREA																	
	FINANCE											MARKETING					COMMUNICATIONS	
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking Corporate Finance	Investment Banking Mergers & Acquisitions	Investment Banking Real Estate	Investment Banking Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Underwriting	Advertising	Brand / Product Management	Buyer / Merchandising	Market Research	Sales	Design / Graphic Arts	Media Planning
Health Sciences																		
Nursing																$23,500 1		
Pharmacy																		
Actuarial																		
Architectural & Environmental Design																		
Biological															$15,420 1	$12,000 1		
Chemistry															$25,920 1	$28,593 6		
Geological																		
Mathematics (incl. Statistics)	$15,000 1	$16,900 2			$30,000 1				$23,000 1		$22,300 1							
Physics																$31 200 1		
Other Physical & Earth Sciences																$18,000 1		

BACHELOR'S SUMMARY

Nontechnical Curricula	$25,480 $28,000 $22,500	2162	$23,977 $27,500 $19,200	409	$21,858 $25,500 $17,000	47	$21,924 $26,000 $16,800	42	$24,755	11	$26,001	3	$17,175	4	$20,501	5	$24,824 $28,500 $19,200	145	$22,515	13	$20,813 $24,000 $17,928	28	$17,840	13	$23,612 $29,000 $18,000	83	$22,084 $26,000 $18,500	140	$21,772 $24,180 $18,500	26	$22,080 $28,000 $16,500	397	$19,061	5	$18,250	9
Technical Curricula	$21,500	2	$23,725	4	$18,000	1	$18,500	1	$30,000	1	$31,098	2			$35,000	1	$23,667	3			$20,390	2			$30,436	6	$23,220	5	$27,674	10	$27,647 $31,800 $19,578	93	$26,118	9	$32,650	2

More Job Functions On Next Page ...

FUNCTIONAL AREA CATEGORIES -Continued . . .

Bachelor's Degree Curricula	COMMUNICATIONS				PUBLIC ADMINISTRATION							SOCIAL SERVICES				ENGINEERING		
	On Air Reporting	Production	Public Relations	Writing Editing	Executive Legislative & General	Finance Taxation Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban Regional Planning	Administration	Counseling	Fundraising Development	Social Work	Bioengineering	Design/ Construct	Environmental Sanitation
Accounting						$19,855 14	$20,000 1	$18,175 4		$40,818 1		$34,800 1						
Business Administration incl. Management Science		$21,620 5	$20,000 4		$18,560 6	$18,000 1	$15,000 1		$21,418 13			$24,326 22 $33,000 $17,500	$21,000 1				$27,575 4	
Distribution Management									$19,800 1									
Economics & Finance (incl. Banking)			$20,000 1		$19,008 1	$23,432 5	$18,720 1		$17,130 4									$25,000 1
Hotel/Restaurant Management												$23,000 3						
Human Resources (incl. Labor Relations)			$25,500 1															
Management Information Systems									$22,400 2									
Marketing/Marketing Management (incl. Research)		$17,000 1	$27,000 2	$13,273 1		$30,000 1	$21,000 1		$17,436 2			$23,000 4					$25,000 1	
Real Estate									$18,726 1		$21,000 1						$32,000 2	
Advertising																		
Communications		$15,000 1	$16,250 10	$24,000 1	$15,000 1			$34,000 1	$19,900 1	$10,000 1		$15,000 1	$14,000 1	$23,500 1				
Journalism	$20,000 1		$19,[illegible]57 7	$15,878 10				$25,000 2										
Telecommunications/Broadcasting	$16,000 1	$13,925 4	$13,000 1															
Elementary Education													$12,000 1					
Pre-Elementary Education																		
Physical Education												$18,700 1						
Special Education													$17,000 1					

CONTINUED ...

	COMMUNICATIONS				PUBLIC ADMINISTRATION							SOCIAL SERVICES				ENGINEERING		
	On-Air Reporting	Production	Public Relations	Writing/Editing	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Administration	Counseling	Fundraising / Development	Social Work	Bioengineering	Design/ Construct	Environmental/ Sanitation
Human Ecology												$20,200 1	$15,000 1					
Textiles & Clothing																		
Merchandising Management																		
Foreign Languages									$15,600 1	$18,700 1								
Letters			$14,833 3	$17,583 6				$18,000 1				$20,335 3						
Visual & Performing Arts			$17,568 2	$10,920 1														
Humanities-Other					$15,000 1			$24,000 1				$52,000 1			$24,000 2			
Criminal Justice							$17,248 1	$19,571 11							$14,000 2			
History				$15,000 1					$20,767 3			$19,800 1						
Political Science / Government					$19,463 1			$18,800 2	$21,500 2	$15,118 2		$25,200 1						
Psychology									$18,828 2			$18,000 1	$15,826 6		$18,659 3			
Sociology			$24,000 1									$20,263 3	$15,700 2		$18,640 3			
Social Sciences-Other			$16,992 1		$16,020 1				$20,750 4				$14,800 1		$16,735 3			
Aerospace & Aeronautical Engineering									$22,567 3	$34,800 1							$29,094 28 $30,940 $27,040	
Agricultural Engineering																		
Architectural Engineering																	$27,720 1	
Bioengineering & Biomedical Engineering																$24,300 1		
Chemical Engineering									$26,500 2							$32,946 10	$32,018 25 $33,780 $30,600	$32,300 13
Civil Engineering			$21,999 2						$25,000 1		$25,814 8						$25,819 245 $30,000 $22,880	$26,670 33 $31,512 $23,088
Computer Engineering												$30,000 1						

	COMMUNICATIONS				PUBLIC ADMINISTRATION							SOCIAL SERVICES				ENGINEERING		
	On Air Reporting	Production	Public Relations	Writing/Editing	Executive, Legislative, & General	Finance, Taxation Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Administration	Counseling	Fundraising Development	Social Work	Bioengineering	Design/ Construct	Environmental/ Sanitation
Electrical Engineering		$30,800 2			$23,666 1				$23,901 7	$24,827 2							$30,007 151 $32,700 $27,000	$30,000 1
Industrial Engineering													$26,000 1			$30,540 1	$27,055 7	$26,502 2
Mechanical Engineering		$32,000 1							$26,000 1				$30,000 1			$29,502 2	$29,731 151 $33,000 $26,400	$29,512 5
Metallurgical Engineering										$30,600 1		$24,000 1					$29,215 7	
Mining Engineering																	$24,384 2	$21,983 3
Nuclear Engineering																		
Petroleum Engineering									$27,000 2								$29,400 5	
Textile Engineering																		
Engineering Technology			$26,467 3														$27,418 30 $31,200 $22,000	
Industrial Technology									$20,208 1								$28,740 1	
Agribusiness																		
Animal Sciences																		
Plant Sciences																		
Natural Resources																		
Other Agricultural Sciences																		
Computer Science		$29,655 1				$27,500 1			$18,834 2			$19,780 2					$27,590 4	$33,000 1
Computer Programming																	$30,400 1	
Information Sciences & Systems									$19,872 1									
Systems Analysis																		
Allied Health												$30,000 1	$15,600 1					

	COMMUNICATIONS				PUBLIC ADMINISTRATION							SOCIAL SERVICES				ENGINEERING		
	On-Air Reporting	Production	Public Relations	Writing/Editing	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Administration	Counseling	Fundraising/ Development	Social Work	Bioengineering	Design/ Construct	Environmental/ Sanitation
Health Sciences															$22,000 1			
Nursing																		
Pharmacy																		
Actuarial																		
Architectural & Environmental Design																	$25,800 3	
Biological												$30,000 1				$21,000 1		
Chemistry																	$33,600 3	
Geological											$15,000 1							$24,387 3
Mathematics (incl. Statistics)				$18,500 1														
Physics																		
Other Physical & Earth Sciences																		

BACHELOR'S SUMMARY

Nontechnical Curricula	$18,000 2	$17,800 11	$18,477 33 $25,000 $13,500	$16,374 20 $21,000 $11,160	$17,805 11	$21,101 21 $23,000 $18,000	$18,394 5	$20,526 22 $24,000 $16,851	$20,159 36 $23,000 $15,996	$19,951 5	$21,000 1	$23,760 43 $33,000 $17,000	$15,725 14	$23,500 1	$18,316 13		$28,471 7	$25,000 1
Technical Curricula		$30,814 4	$24,680 5	$18,500 1	$23,866 1	$27,500 1			$23,538 20 $28,500 $19,654	$28,764 4	$24,612 9	$25,593 6	$23,867 3		$22,000 1	$30,954 15	$28,236 664 $32,976 $23,004	$27,913 61 $32,940 $22,000

FUNCTIONAL AREA CATEGORIES - Continued

Bachelor's Degree Curricula	ENGINEERING									COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS					
	Manufacturing Industrial	Systems Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Other Engineering	Computer Programming	Information Systems	Systems Analysis & Design	Actuarial	Agricultural Natural Resources	Architecture	Consulting	Human Resources Industrial Relations	Management Trainee
Accounting		$26,500 2				$23,000 1				$18,800 2	$28,467 3	$24,000 2				$27,273 11	$30,000 2	$23,083 12
Business Administration incl. Management Science	$23,575 4			$25,750 2			$36,100 2			$23,705 4	$25,097 7	$23,462 6	$27,842 3			$26,822 18	$23,765 22 $27,000 $19,430	$20,672 122 $27,000 $15,900
Distribution Management	$28,400 2																	$22,858 18
Economics & Finance (incl. Banking)	$25,800 1	$25,008 2								$25,000 1	$25,525 8	$31,633 3				$26,412 35 $29,500 $24,000	$20,000 1	$21,708 59 $26,500 $18,000
Hotel / Restaurant Management																		$19,583 60 $22,000 $17,500
Human Resources (incl. Labor Relations)	$30,800 1																$24,419 14	$22,763 8
Management Information Systems	$26,400 1	$24,980 2		$25,992 1		$28,200 1		$31,200 1		$27,423 52 $30,240 $24,700	$26,337 56 $29,100 $24,500	$27,536 28 $32,100 $24,000				$27,750 19	$23,000 1	$27,648 10
Marketing / Marketing Management (incl. Research)										$27,000 3			$23,000 1			$24,400 4	$17,909 6	$21,151 102 $25,200 $18,000
Real Estate																		$15,000 1
Advertising																		$18,650 2
Communications																	$23,000 1	$18,136 10
Journalism																		$17,500 2
Telecommunications / Broadcasting																		
Elementary Education												$20,000 1				$20,000 1		
Pre-Elementary Education																		
Physical Education																		
Special Education																		

Curriculum Continued	ENGINEERING									COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS					
	Manufacturing/ Industrial	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Other Engineering	Computer Programming	Information Systems	Systems Analysis & Design	Actuarial	Agricultural/ Natural Resources	Architecture	Consulting	Human Resources/ Industrial Relations	Management Trainee
Human Ecology														$18,500 1		$14,500 2	$17,500 1	$19,000 2
Textiles & Clothing																		$16,407 6
Merchandising Management																$30,000 1		$19,000 4
Foreign Languages											$19,500 1							$30,600 1
Letters											$25,000 1					$22,500 2	$25,500 2	$18,525 5
Visual & Performing Arts															$17,000 1			$14,840 4
Humanities Other										$32,760 1						$23,000 1		$21,160 8
Criminal Justice																		
History																		$18,000 4
Political Science Government										$23,000 1							$15,000 1	$18,857 7
Psychology										$24,000 1						$21,000 4	$18,849 4	$19,269 6
Sociology																$17,000 2		$22,000 1
Social Sciences-Other																$22,275 3	$28,000 2	$19,086 7
Aerospace & Aeronautical Engineering	$29,115 36 $31,000 $27,500	$31,000 1			$30,000 1	$29,616 20 $31,700 $25,500	$29,047 15	$30,613 3	$29,361 5				$31,000 1			$34,500 1		
Agricultural Engineering	$26,794 4					$28,020 1		$19,500 1						$19,000 1				
Architectural Engineering															$21,039 4	$25,000 1		
Bioengineering & Biomedical Engineering				$30,160 1		$25,000 1												
Chemical Engineering	$32,645 92 $34,700 $30,600	$34,050 2	$28,500 1	$28,000 1		$32,875 50 $35,230 $30,720	$33,460 7	$33,189 267 $34,900 $31,500	$32,300 34 $33,240 $31,140							$32,130 3		$32,160 3
Civil Engineering	$27,285 20 $32,200 $24,120	$24,342 1				$26,628 3	$27,167 3	$29,937 7	$27,423 13					$21,363 2	$24,000 1	$26,502 9	$19,200 2	$26,950 2
Computer Engineering	$31,711 11	$30,074 16	$30,060 3	$29,052 15	$29,997 6	$31,111 6		$32,100 1		$28,700 16	$29,375 4	$28,592 5				$32,000 1		$30,800 1

Curriculum Continued	ENGINEERING									COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS					
	Manufacturing Industrial	Systems Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Other Engineering	Computer Programming	Information Systems	Systems Analysis & Design	Actuarial	Agricultural/ Natural Resources	Architecture	Consulting	Human Resources/ Industrial Relations	Management Trainee
Electrical Engineering	$30,938 266 $33,000 $28,800	$30,275 51 $33,000 $25,343	$29,828 72 $32,000 $27,600	$30,523 30 $32,500 $27,600	$30,613 58 $33,000 $28,380	$29,754 52 $33,000 $25,000	$29,791 43 $33,000 $25,000	$31,469 70 $34,400 $28,100	$29,179 69 $33,000 $24,342		$30,696 10	$30,938 9				$29,539 34 $32,000 $27,000		$32,033 3
Industrial Engineering	$29,888 108 $32,400 $27,300	$30,767 3			$30,600 2	$28,500 4	$30,100 2	$26,267 16	$28,760 3	$31,000 1	$29,250 2					$29,652 36 $33,400 $26,000		$30,975 4
Mechanical Engineering	$30,439 448 $33,000 $27,586	$29,056 12	$29,732 31 $31,520 $28,300	$29,316 4	$30,313 8	$30,229 51 $33,000 $27,700	$27,970 18	$31,291 157 $35,004 $27,600	$30,292 68 $32,640 $27,500	$25,200 1	$28,000 1		$25,728 1	$29,004 1	$21,050 2	$30,195 21 $31,500 $28,800		$31,462 13
Metallurgical Engineering	$30,107 30 $31,992 $28,800					$29,142 5	$23,410 2	$30,600 3										
Mining Engineering									$28,920 2					$30,000 1		$19,872 1		
Nuclear Engineering			$33,100 1			$31,550 2			$30,750 2									
Petroleum Engineering	$37,339 10					$30,510 2	$21,600 1	$31,741 41 $36,000 $25,800										
Textile Engineering								$27,500 2										$27,000 1
Engineering Technology	$30,048 54 $33,000 $25,000	$29,760 1	$25,200 3		$29,688 8	$26,857 7	$25,022 7	$27,233 8	$28,354 17	$30,050 2		$18,720 1				$30,400 2	$25,200 2	$24,639 5
Industrial Technology	$26,621 13					$21,996 1	$29,940 1	$28,000 1	$26,448 2			$23,000 1				$27,000 1		$26,950 2
Agribusiness											$31,200 1			$23,862 10			$22,000 1	$19,800 2
Animal Sciences														$17,250 2		$19,500 1		$19,800 3
Plant Sciences														$18,500 1		$18,000 1		
Natural Resources																		
Other Agricultural Sciences							$17,750 2							$21,583 14				$13,000 1
Computer Science	$29,472 13	$29,346 10		$29,406 39 $32,000 $26,000	$30,550 2	$31,475 4	$28,800 1	$31,753 3	$30,600 1	$26,825 175 $31,500 $20,340	$28,570 28 $32,600 $26,000	$28,252 69 $32,345 $25,000				$27,818 11		$21,046 6
Computer Programming		$26,718 2		$25,000 1					$29,220 1	$25,887 19						$24,750 2		
Information Sciences & Systems		$24,498 2		$31,662 2			$26,400 1	$30,000 1		$26,784 43 $31,104 $23,000	$25,414 19	$25,629 14				$26,214 7	$30,000 1	
Systems Analysis											$30,000 1	$28,371 7						
Allied Health																		

Continued

	ENGINEERING									COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS					
	Manufacturing Industrial	Systems Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Other Engineering	Computer Programming	Information Systems	Systems Analysis & Design	Actuarial	Agricultural Natural Resources	Architecture	Consulting	Human Resources Industrial Relations	Management Trainee
Health Sciences																		
Nursing																		
Pharmacy						$35,004 1												
Actuarial													$30,384 6					
Architectural & Environmental Design															$23,993 11			
Biological							$16,720 1				$26,500 1							
Chemistry	$31,877 9	$33,150 2				$25,349 4	$29,000 1	$32,767 15										$29,985 4
Geological														$27,000 1				
Mathematics (inc. Statistics)		$29,667 3		$28,855 5	$24,660 2			$31,800 4		$28,897 8	$25,600 3	$29,416 5	$22,685 4			$27,167 3		
Physics			$28,800 1			$16,000 1		$29,620 2			$27,000 2							
Other Physical & Earth Sciences	$27,040 1					$28,000 1		$25,848 5										

BACHELOR'S SUMMARY

Nontechnical Curricula	$26,011 9	$25,496 6		$25,831 3		$25,500 2	$36,100 2	$31,200 1		$26,834 65 $30,240 $23,500	$26,114 76 $29,100 $24,000	$26,867 40 $32,100 $21,500	$26,632 4	$18,500 1	$17,000 1	$25,863 103 $30,000 $20,016	$22,299 57 $28,000 $16,000	$20,803 461 $26,500 $17,000
Technical Curricula	$30,574 1115 $33,240 $27,492	$29,911 106 $33,000 $24,456	$29,692 112 $32,100 $27,050	$29,656 98 $32,500 $27,000	$30,312 87 $33,000 $27,600	$30,318 215 $33,960 $25,000	$28,649 105 $33,000 $24,342	$31,964 628 $35,000 $27,600	$29,839 217 $33,280 $24,342	$26,961 265 $31,500 $21,000	$27,948 72 $32,011 $24,000	$28,081 111 $31,900 $24,000	$27,481 12	$22,470 33 $28,800 $16,000	$23,010 18	$28,874 135 $32,000 $25,000	$23,467 6	$27,447 50 $32,600 $20,000

FUNCTIONAL AREA CATEGORIES - Continued

Bachelor's Degree Curricula	OTHER FUNCTIONAL AREAS							
	Mathematician Statistician	Nurses Personal Care	Other Health Related	Paralegal	Performing Arts (Entertainment)	Research (Nontechnical)	Research (Technical)	Teaching
Accounting								$14,400 1
Business Administration incl. Management Science								$24,150 4
Distribution Management								
Economics & Finance (incl. Banking)	$16,500 1							$22,000 1
Hotel / Restaurant Management								
Human Resources (incl. Labor Relations)								
Management Information Systems								
Marketing / Marketing Management (incl. Research)	$18,726 1		$21,120 2					
Real Estate								
Advertising								
Communications								$21,700 2
Journalism								
Telecommunications Broadcasting								
Elementary Education								$17,636 79 $21,000 $13,000
Pre-Elementary Education								$13,090 4
Physical Education								$16,728 6
Special Education								$19,821 23 $24,500 $17,000

Curriculum Continued	OTHER FUNCTIONAL AREAS							
	Mathematician/ Statistician	Nurses: Personal Care	Other Health Related	Paralegal	Performing Arts (Entertainment)	Research (Nontechnical)	Research (Technical)	Teaching
Human Ecology								$20,000 1
Textiles & Clothing								
Merchandising Management								
Foreign Languages								$21,120 1
Letters								$19,167 6
Visual & Performing Arts					$15,000 3			$15,650 3
Humanities-Other				$27,000 1				$19,000 2
Criminal Justice				$13,920 1				
History								$17,200 1
Political Science / Government								$19,300 2
Psychology			$14,333 3			$14,750 2		$28,000 1
Sociology			$20,000 1			$32,000 1		
Social Sciences-Other								$14,593 4
Aerospace & Aeronautical Engineering								
Agricultural Engineering								
Architectural Engineering								
Bioengineering & Biomedical Engineering								
Chemical Engineering			$30,996 1					$24,342 2
Civil Engineering								
Computer Engineering								

Curriculum - Continued	OTHER FUNCTIONAL AREAS							
	Mathematician/ Statistician	Nurses: Personal Care	Other Health Related	Paralegal	Performing Arts (Entertainment)	Research (Nontechnical)	Research (Technical)	Teaching
Electrical Engineering	$31,500 1							
Industrial Engineering			$25,000 1					
Mechanical Engineering			$24,850 2					
Metallurgical Engineering								
Mining Engineering								
Nuclear Engineering								
Petroleum Engineering								
Textile Engineering								
Engineering Technology								
Industrial Technology								
Agribusiness								
Animal Sciences								
Plant Sciences		$15,780 1						
Natural Resources								
Other Agricultural Sciences								
Computer Science								
Computer Programming								
Information Sciences & Systems								
Systems Analysis								
Allied Health			$24,004 42 $28,000 $19,500					

Curriculum - Continued	OTHER FUNCTIONAL AREAS							
	Mathematician/ Statistician	Nurses: Personal Care	Other Health Related	Paralegal	Performing Arts (Entertainment)	Research (Nontechnical)	Research (Technical)	Teaching
Health Sciences			$18,561 22 $23,950 $16,000					
Nursing		$23,153 76 $30,000 $18,000	$20,610 3					
Pharmacy			$36,296 64 $41,000 $27,664					
Actuarial								
Architectural & Environmental Design								
Biological			$18,869 3				$18,662 4	$17,700 1
Chemistry			$12,000 1			$26,063 4	$21,083 6	
Geological								
Mathematics (incl. Statistics)	$21,663 9							$19,587 7
Physics								
Other Physical & Earth Sciences								$15,641 3

BACHELOR'S SUMMARY

Nontechnical Curricula	$17,613 2		$17,540 6	$20,460 2	$15,000 3	$20,500 3		$18,167 141 $22,000 $13,000
Technical Curricula	$22,647 10	$23,057 77 $30,000 $18,000	$28,602 139 $41,000 $17,500			$26,063 4	$20,115 10	$18,724 13

AVERAGE YEARLY SALARY OFFERS
Master's Degree Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1988	Percentiles		
	March 1989	March 1989	September 1988		90th	50th	10th
Business							
Accounting	160	**$28,801**	$27,468	4.9%	$33,000	$28,650	$24,600
MBA-Nontechnical undergraduate							
1 year or less	125	**33,068**	33,468	-1.2	42,000	31,500	25,000
1 to 2 years	77	**38,759**	40,632	-4.6	55,000	37,000	25,000
2 to 4 years	83	**42,442**	41,952	1.2	54,000	44,000	30,000
Over 4 years	73	**42,249**	43,128	-2.0	55,000	40,000	30,504
MBA-Technical undergraduate degree							
1 year or less	40	**37,993**	38,388	-1.0	55,000	34,100	28,500
1 to 2 years	22	**47,542**	43,152	10.2	65,000	46,500	30,000
2 to 4 years	49	**50,743**	44,028	15.3	65,000	50,000	37,000
Over 4 years	35	**49,769**	45,456	9.5	65,000	50,000	31,000
MS-Business	16	**29,550**	31,596	*	*	*	*
Distribution Management	1	**30,900**	N/A	N/A	*	*	*
Economics & Finance	38	**35,279**	N/A	N/A	48,000	34,200	24,500
Labor/Industrial Relations (incl. Human Resources)	5	**28,300**	33,312	*	*	*	*
Management Information Systems	16	**30,560**	30,972	*	*	*	*
Marketing/Marketing Management (incl. Marketing Research)	15	**31,687**	N/A	N/A	*	*	*
Communications							
Advertising	+	+	N/A	N/A			
Communication	1	**30,000**	N/A	N/A	*	*	*
Journalism	+	+	N/A	N/A			
Education							
Education Administration	5	**19,660**	N/A	N/A	*	*	*
Elementary Education	3	**20,000**	N/A	N/A	*	*	*
Physical Education	+	+	N/A	N/A			
Reading Education	+	+	N/A	N/A			
Special Education	6	**22,580**	N/A	N/A	*	*	*
HUMANITIES & SOCIAL SCIENCES							
Foreign Languages	1	**23,107**	N/A	N/A	*	*	*
Letters (incl. Eng. Lit. etc)	2	**23,250**	N/A	N/A	*	*	*
Visual & Performing Arts	1	**23,000**	N/A	N/A	*	*	*
Humanities-Other	+	+	N/A	N/A			
Criminal Justice	+	+	N/A	N/A			
History	2	**19,863**	N/A	N/A	*	*	*
Political Science/Government	1	**20,000**	N/A	N/A	*	*	*
Psychology	3	**18,500**	N/A	N/A	*	*	*
Sociology	2	**27,000**	N/A	N/A	*	*	*
Social Sciences	6	**23,473**	N/A	N/A	*	*	*
Engineering							
Aerospace & Aeronautical	7	**32,929**	34,452	*	*	*	*
Agricultural	+	+	N/A	N/A			
Bioengineering & Biomedical	2	**32,500**	41,004	*	*	*	*
Chemical	21	**35,626**	34,296	3.9	37,200	36,100	33,960
Civil	32	**28,851**	30,396	-5.1	31,800	28,800	24,000
Computer	15	**35,003**	N/A	N/A	*	*	*
Electrical	109	**35,673**	N/A	N/A	40,000	35,000	30,996
Industrial	16	**34,925**	33,756	*	*	*	*
Mechanical	87	**35,209**	34,116	3.2	39,000	34,800	31,655
Metallurgical	16	**34,421**	34,080	*	*	*	*
Mining & Mineral	6	**31,257**	N/A	N/A	*	*	*
Nuclear	1	**37,200**	32,856	*	*	*	*
Petroleum	12	**39,936**	N/A	N/A	*	*	*
Textile	+	+	N/A	N/A			

N/A - No historic data available
* Not computed for fewer than 20 offers

Continued . . .

AVERAGE YEARLY SALARY OFFERS

Master's Degree Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1988	Percentiles		
	March 1989	March 1989	September 1988		90th	50th	10th
Health Sciences							
Allied Health	4	$27,428	N/A	N/A	*	*	*
Health Sciences	7	21,837	N/A	N/A	*	*	*
Nursing	1	25,000	N/A	N/A	*	*	*
Sciences							
Agricultural & Natural Resources	1	23,000	N/A	N/A	*	*	*
Architectural & Environment Design	+	+	N/A	N/A			
Biological	3	22,905	21,876	*	*	*	*
Chemistry	11	31,455	31,572	*	*	*	*
Computer Science	57	35,105	34,560	1.6	$39,500	$35,400	$29,400
Geological Sciences	25	30,332	29,808	1.8	36,120	33,600	23,400
Mathematics	12	29,187	29,640	*	*	*	*
Physics	1	32,016	34,728	*	*	*	*
Polymer	4	30,330	N/A	N/A	*	*	*
	1,238						

Doctoral Candidates

Business							
Business Administration & Management	+	+	N/A	N/A			
Computer & Information Sciences	4	$51,125	$50,712	*	*	*	*
Education							
Education Administration	3	41,700	N/A	N/A	*	*	*
Humanities & Social Sciences							
Economics	+	+	N/A	N/A			
English	1	20,000	N/A	N/A	*	*	*
Foreign Languages	+	+	N/A	N/A			
Psychology	2	23,500	N/A	N/A	*	*	*
Sociology	+	+	N/A	N/A			
Engineering							
Aerospace	7	50,711	47,304	*	*	*	*
Chemical	24	45,838	45,888	-0.1%	$50,000	$46,996	$41,460
Civil	2	31,200	38,160	*	*	*	*
Computer	2	52,500	N/A	N/A	*	*	*
Electrical	12	45,379	N/A	N/A	*	*	*
Mechanical	3	43,533	45,888	*	*	*	*
Metallurgical	3	47,073	45,780	*	*	*	*
Sciences							
Agricultural & Natural Resources	+	+	N/A	N/A			
Biological	+	+	30,828				
Chemistry	22	43,013	41,292	4.2	46,800	43,500	40,860
Geology & Geological Sciences	2	35,400	N/A	N/A	*	*	*
Mathematics	+	+	40,668				
Physics	3	41,000	42,480	*	*	*	*
Polymer	2	42,900	41,244	*	*	*	*
	92						

N/A - No historic data available
* Not computed for fewer than 20 offers

ECPO

Alfred University
Babson College
Bard College
Bentley College
Boston College
Boston University
University of Bridgeport
Brown University
Buffalo State College
Clarkson University
Columbia University
University of Connecticut
Cornell University
CUNY-Bernard M. Baruch
CUNY-Baruch College-Business & Public Administration
CUNY-City College
CUNY-Graduate School & University Center
CUNY-Hunter College
Dartmouth College
Eastern Nazarene College
Fordham University - Lincoln Center
Fordham University
Franklin Pierce College
Husson College
Ithaca College
The King's College
LeMoyne College
Long Island University
University of Maine - Orono
Manhattan College
Manhattanville College
Marist College
MIT
MIT - Sloan School of Management
University of Massachusetts - Amherst
Mount Holyoke College
New Hampshire College
NYU-Grad. School of Business
New School for Social Research - Graduate School
Northeastern University
Pace University - New York City
Pace University - Westchester
Polytechnic University
Post College
Pratt Institute
Regis College
Rensselaer Polytechnic University
Rhode Island School of Design
University of Rhode Island
Roberts Wesleyan College
University of Rochester
University of Rochester - W. E. Simon Graduate School of Business
Sacred Heart University
Saint Anselm College
St. John Fisher College
St. Joseph's College
St. Joseph's University
SUNY-Buffalo
SUNY-Cortland
SUNY-Geneseo
SUNY-Plattsburgh
SUNY-Purchase
Syracuse University
Union College
Vassar College
Wells College
Williams College
Worcester Polytechnic Institute

MAPA

Bloomsburg University
Bluefield State College
Bryn Mawr College
Bucknell University
California University of Pennsylvania
Capitol College
Carnegie-Mellon University
Catholic University of America
Centenary College
Delaware State College
University of Delaware
University of District of Columbia
Drew University
Elizabethtown College
Fairleigh Dickinson - Rutherford
Fairleigh Dickinson - Teaneck
Gannon University
Georgetown University
George Washington University
Gettysburg College
Glenville State College
Grove City College
Hampden-Sydney College
Haverford College
James Madison University
Juniata College
Kutztown University
Lafayette College
LaSalle University
Lehigh University
Lock Haven University
Lycoming College
Mansfield University
University of Maryland - Baltimore County
University of Maryland - College Park
Marymount University-Graduate School
Neumann College
New Jersey Institute of Technology
Penn State University
Penn State - Behrend College
Penn State - Capitol Campus
University of Pennsylvania
University of Pittsburgh
Point Park College
Princeton University
Ramapo College of NJ
Rutgers University - Camden - Arts & Science
Rutgers University - Newark
Rutgers University - New Brunswick
University of Scranton
Spring Garden College
Susquehanna University
Swarthmore College
Temple University
Trenton State University
Ursinus College
Villanova University
Virginia State University
Virginia Wesleyan University
Washington & Lee University
West Virginia Institute of Technology
West Virginia University
Widener University

MCPA

Adrian College
University of Akron
Anderson University
Augustana College
Augustana College-Sioux Falls
Bradley University
Buena Vista College
Calvin College
Capital University
Case Western Reserve University
Cedarville College
Central Missouri State University
University of Chicago
University of Chicago - Graduate School of Business
University of Cincinnati
Cleveland State University
Coe College
Concordia College
Davenport College - Grand Rapids
University of Dayton
Defiance College
DePaul University
DePauw University
Doane College
Dordt College
Eastern Michigan University
Emporia State College
Eureka College
Ferris State University
Franciscan University - Steubenville
Grace College
Grand View College
Hanover College
IIT-Illinois Institute of Technology
University of Illinois - Chicago
University of Illinois - Chemistry & Chemical Engineering
University of Illinois - Commerce & Business
University of Illinois - Engrg.
Indiana University
Indiana University - Northwest
Indiana University / Purdue University - Indianapolis
Iowa State University - Agri.
Iowa State University - Business, Science & Humanities
Iowa State University - Design
Iowa State University - Engrg.
Iowa State University - Family & Consumer Science
Iowa State University-Veterinary Medicine
University of Iowa
University of Iowa - Engrg.
John Carroll University
Judson College
University of Kansas - Arts
University of Kansas - Business
University of Kansas - Engrg.
Kenyon College
Knox College
Lawrence University
Loras College
Mac Murray College
Manchester College
Marietta College
Marquette University
Mayville State University
Michigan State University
Michigan Tech University
University of Michigan-Ann Arbor-Business Administration
University of Michigan-Ann Arbor - Engineering
University of Michigan-Dearborn
University of Minnesota - Agriculture
University of Minnesota-Carlson School of Management
Minot State University
University of Missouri - Columbia - Engineering
University of Missouri - Rolla
University of Missouri-St. Louis
Missouri Western State College
College of Mount St. Joseph
Mundelein College
Muskingum College
North Central College
University of North Dakota
Northern Illinois University
Northern Michigan University
Northland College
Northwestern College
Northwestern University
Northwestern University-Kellogg Graduate School of Business
Northwest Missouri State University
Ohio Northern University
Ohio State University - Agriculture
Ohio State University - Arts & Science
Ohio State University - Business
Ohio State University - Engrg.
Ohio University
Ohio Wesleyan University
Otterbein College
Pittsburg State University
Purdue University
Rockford College
Saginaw Valley State University
Southern Illinois University - Carbondale
Southern Illinois University - Edwardsville
Southwest Missouri State University
St. Ambrose University
College of St. Thomas
Stephens College
Taylor University
University of Toledo
Tri-State University
Washington University-School of Business
Wayne State University
Westmar College
University of Wisconsin - Eau Claire
University of Wisconsin - Green Bay
University of Wisconsin - Madison - Arts
University of Wisconsin - Madison - Business
University of Wisconsin - Madison - Engineering
University of Wisconsin - Platteville
University of Wisconsin - River Falls
College of Wooster
Wright State University
Youngstown State University

RMCPA

University of Arizona
Brigham Young University
Carroll College
Colorado School of Mines
Colorado State University
Colorado Tech
University of Colorado
University of Denver
Eastern Montana College
Kansas State University
Montana State University
University of Montana
University of Nebraska - Lincoln
New Mexico Institute of Mining & Technology
New Mexico State University
University of New Mexico
Northern Arizona University
University of Northern Colorado
South Dakota School of Mines
University of South Dakota - Business
Utah State University
University of Utah
Washburn University
University of Wyoming

SCPA

Alabama A&M University
University of Alabama
University of Alabama - Engrg.
University of Alabama - Birmingham
Auburn University
Augusta College
Bellarmine College
Berry College
Catawba College
University of Central Florida
Centre College
The Citadel, Military College of South Carolina
Clemson University
Duke University
Duke University - Fuqua School of Business
East Carolina University
Eastern Kentucky University
East Tennessee State University
Elon College
Emory University - Business
Florida Atlantic University
Florida State University
University of Florida
Georgia College
Georgia Institute of Technology
Georgia Southern College
Georgia Southwestern College
Georgia State University
University of Georgia
Hampton University
Jacksonville University
University of Kentucky
Louisiana College
Louisiana State University
University of Louisville
Mars Hill College
Mary Washington College
Memphis State University
Middle Tennessee State University
Millsaps College
Mississippi State University
University of Mississippi
Morehead State University
Morris College
North Carolina A&T State University
North Carolina Central University
North Carolina State University - Textiles
University of North Carolina - Asheville
University of North Carolina - Chapel Hill
University of North Carolina - Greensboro
Northeast Louisiana University
Northern Kentucky University
University of North Florida
Oglethorpe University
Old Dominion University
Presbyterian College
Queens College
Randolph-Macon Woman's College
Rollins College
University of South Alabama
University of South Carolina
University of South Carolina - Aiken
Southern College of Technology
University of Southern Mississippi
University of South Florida
Spring Hill College
Tennessee Tech University
University of Tennessee - Chattanooga
University of Tennessee - Knoxville
Tulane University
Valdosta State College
Vanderbilt University
Vanderbilt University - Owen Grad. School of Management
Virginia Tech & State University
University of Virginia
Wake Forest University
Wake Forest University-Babcock Grad. School of Management
Western Carolina University
Western Kentucky University
College of William & Mary
Winthrop College
Wofford College
Xavier University of Louisiana

SWPA

American Grad School of International Management - Thunderbird
Arkansas College
Baylor University
Corpus Christi State University
Hendrix College
University of Houston
University of Houston - Clear Lake
Kansas Wesleyan
Lamar University
Langston University
Louisiana Tech University
University of North Texas
Northwestern Oklahoma State University
Oklahoma State University
Oklahoma State Unviersity - Engineering
University of Oklahoma
Pan American University
Prairie View A & M University
Sam Houston State University
Southern Methodist University
Stephen F. Austin State University
Texas A & I University
Texas A & M University
Texas Lutheran College
Texas Tech University
University of Texas - Arlington
University of Texas - Austin - Business Administration
University of Texas - Austin - Engineering
University of Texas - El Paso
University of Texas - Tyler

WCPA

Arizona State University
California Inst. of Technology
California Poly. State University - San Luis Obispo
California State Poly University - Pomona
California State University - Fresno
California State University - Hayward
California State University - Long Beach
California State University - Los Angeles
California State University - Sacramento
University of California - Los Angeles
Gonzaga University
University of Idaho
Loyola Marymount University
Monterey Institute of International Studies
University of Nevada - Reno
Oregon State University
University of Oregon
Portland State University
University of Redlands
Saint Mary's College
San Diego State University
University of San Francisco
San Jose State University
Santa Clara University
University of Southern California
University of Southern California-Graduate School of Business
Stanford University
Washington State University
University of Washington
Westmont College

A3940-24
7/89

A study of 1988-1989 beginning offers

CPC $alary $urvey

July 1989

College Placement Council, Inc. • 62 Highland Avenue • Bethlehem, PA 18017

SPECIAL BULLETIN: A ballot was included with the March 1989 ***Salary Survey*** report so that users could indicate their preference for either monthly or annual salary figures. More than 800 users responded and 75 percent of them said they preferred annual salaries, the current format of the ***Salary Survey***. Thus, CPC will continue to report annual salary figures. However, we are investigating the possibility of reporting both annual and monthly figures.

Recruiting on college campuses has reportedly gained considerable momentum since last year. The July 1989 ***Salary Survey*** report supports this, showing substantial increases in average starting salary offers for most disciplines.

Starting salary offers to chemical engineers continue to climb. The average offer to these graduates is now $32,949, 6.3 percent higher than last year. However, since the March 1989 report, petroleum engineering surpassed chemical engineering to regain the top-dollar position. The average dollar offer to petroleum engineers rose 3 percent since last year to an all-time high of $32,987.

Men received 80 percent of the offers reported in the engineering disciplines. However, women graduates in petroleum engineering were offered the highest overall average engineering salary of $33,728.

Bachelor's-degree candidates in the business disciplines are also benefiting from this year's strong corporate recruiting. The average starting salary offer to accounting graduates increased 5.4 percent to $25,290. Business administration graduates experienced a 3.8 percent increase to an average of $22,274.

Graduates in human resources posted the biggest gain—a 13.4 percent jump to an average of $23,035. Management information systems graduates received an average dollar offer of $26,861, an increase of 8 percent since last year. Hotel and restaurant management graduates registered a slight decrease of 1.3 percent to an average of $19,859.

Offers to men and women in the business disciplines were closely split, with 53 percent of the offers going to men and 47 percent to women.

The expanded ***Salary Survey*** now reflects the demand for graduates in the allied health fields. Starting salary offers to these graduates rose 8.7 percent since last year to an average dollar figure of $24,496. Nursing graduates also gained. The increased demand for nurses pushed their average offer 4.8 percent higher to $24,789.

At the master's-degree level, graduates also fared well. Slight increases were garnered by M.B.A. candidates with both nontechnical and technical undergraduate degrees and no work experience. Those with experience received at least 3.3 percent higher salary offers. The greatest increase—8.9 percent—went to M.B.A. candidates with technical undergraduate degrees and two to four years of work experience. Their average dollar offer was $47,967.

The CPC ***Salary Survey*** July 1989 report covers the period from September 1, 1988, to June 5, 1989. The data include offers extended to students graduating between September 1, 1988, and August 31, 1989. There are 418 career planning and placement offices at colleges and universities across the United States participating in the ***Salary Survey***. The report is available to CPC members and ***Salary Survey*** subscribers. Additional copies of the July report are available to members and subscribers for $3 each.

Dawn Oberman
Statistical Services Specialist

SCOPE AND NATURE OF THE SURVEY

The scope, nature, and coverage of the CPC ***Salary Survey*** are particularly important to the interpretation and proper use of the statistics.

The study surveys a fairly consistent population which includes 418 career planning and placement offices of colleges and universities across the United States. Offers are reported from employing organizations in business, industry, government, and non profit and educational organizations. The offers are base starting salary offers and do not include fringe benefits or overtime. The data cover a broad range of functional positions. Confidentiality is maintained for the individual, the college, and the employer.

The ***Survey*** reports offers, not acceptances, with no limit on the number of offers per student. Therefore, offers in the study cannot be equated with actual hires, and when the economic climate changes substantially, the ratio of hires usually changes also, making comparison with other years no longer valid. In those categories where offers are relatively few, the data should only be regarded as an indication.

The ***Survey*** is available only to members of the College Placement Council and ***Salary Survey*** subscribers and is intended for the professional use of its constituents. Reports are issued in January, March, July, and September.

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Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1988	Percentiles		
	July 1989	July 1989	September 1988		90th	50th	10th
Business							
Accounting	5,444	**$25,290**	$24,000	5.4%	$29,000	$25,500	$21,000
Business Administration (incl. Management Science)	1,411	**22,274**	21,456	3.8	28,000	21,996	16,800
Distribution Management	82	**24,447**	N/A	N/A	28,500	24,600	19,800
Economics & Finance (incl. Banking)	2,160	**24,643**	N/A	N/A	30,000	25,000	18,500
Hotel/Restaurant Management	124	**19,859**	20,124	-1.3	23,000	19,500	17,500
Human Resources (incl. Labor Relations)	136	**23,035**	20,316	13.4	28,800	22,125	18,000
Management Information Systems	514	**26,861**	24,864	8.0	31,000	27,000	23,000
Marketing/Marketing Management (incl. Research)	1,605	**22,523**	N/A	N/A	27,300	22,500	18,000
Real Estate	20	**23,571**	N/A	N/A	32,000	22,000	18,000
Communications							
Advertising	75	**19,367**	19,380	-0.1	24,000	19,000	15,000
Communications	298	**20,761**	20,220	2.7	27,000	20,900	15,000
Journalism	119	**19,595**	18,372	6.7	26,400	19,000	14,000
Telecommunications/Broadcasting	54	**19,239**	N/A	N/A	25,500	19,474	13,000
Education							
Elementary Education	383	**18,578**	N/A	N/A	23,000	19,000	13,084
Pre-Elementary Education	10	**16,203**	N/A	N/A	*	*	*
Physical Education	35	**19,309**	N/A	N/A	24,700	18,785	14,200
Special Education	88	**19,879**	N/A	N/A	24,500	19,000	17,000
Home Economics							
Human Ecology	24	**18,655**	N/A	N/A	24,180	18,150	13,632
Textiles & Clothing	98	**19,944**	N/A	N/A	25,000	19,500	17,000
Merchandising Management	50	**19,458**	N/A	N/A	22,200	19,000	16,500
Humanities & Social Sciences							
Foreign Languages	55	**20,666**	N/A	N/A	26,000	20,000	16,000
Letters	189	**20,348**	20,664	-1.5	26,500	20,000	15,000
Visual & Performing Arts	77	**18,099**	N/A	N/A	24,000	17,136	12,456
Humanities-Other	111	**23,010**	N/A	N/A	30,000	22,000	17,000
Criminal Justice	64	**20,521**	19,512	5.2	28,000	19,750	12,584
History	86	**21,275**	22,848	-6.9	26,400	21,250	14,700
Political Science/Government	190	**22,116**	N/A	N/A	30,000	22,000	15,700
Psychology	229	**19,061**	20,592	-7.4	27,000	18,000	12,480
Sociology	86	**19,021**	N/A	N/A	25,000	18,500	14,000
Social Sciences-Other	96	**20,205**	N/A	N/A	29,500	19,650	14,000
Engineering							
Aerospace & Aeronautical	433	**29,424**	28,176	4.4	31,600	29,700	26,640
Agricultural	29	**25,984**	25,020	3.9	30,600	27,500	19,000
Architectural	31	**25,871**	N/A	N/A	28,080	26,300	24,960
Bioengineering & Biomedical	26	**28,135**	28,272	-0.5	32,500	29,000	24,300
Chemical	1,760	**32,949**	30,996	6.3	34,800	33,000	31,200
Civil	1,085	**26,735**	25,596	4.5	32,000	26,400	22,880

N/A - No historic data available
* Not computed for fewer than 20 offers

Continued . . .

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1988	Percentiles		
	July 1989	July 1989	September 1988		90th	50th	10th
Continued . . .							
Computer	471	$ 30,413	N/A	N/A	$ 33,500	$ 31,000	$ 26,000
Electrical	3,279	30,661	N/A	N/A	33,500	31,008	27,000
Industrial	746	29,812	$ 28,476	4.7%	32,580	30,000	26,000
Mechanical	3,037	30,539	29,388	3.9	33,280	30,900	27,500
Metallurgical	257	30,708	29,448	4.3	33,000	30,900	28,200
Mining	32	26,840	N/A	N/A	31,000	28,900	21,000
Nuclear	53	31,281	28,740	8.8	33,000	31,500	29,000
Petroleum	117	32,987	32,016	3.0	36,600	34,800	25,752
Textile	46	26,633	N/A	N/A	31,500	25,500	24,000
Engineering Technology	389	28,310	27,396	3.3	33,000	28,300	22,000
Industrial Technology	84	26,652	N/A	N/A	29,400	27,492	23,000
Agriculture & Natural Resources							
Agribusiness	49	23,177	N/A	N/A	30,000	23,000	17,000
Animal Sciences	23	19,381	N/A	N/A	22,500	19,992	15,200
Plant Sciences	9	20,031	N/A	N/A	*	*	*
Natural Resources	13	21,622	19,932	*	*	*	*
Other Agricultural Sciences	68	21,656	N/A	N/A	26,000	22,050	15,500
Computer Sciences							
Computer Science	1,215	28,557	N/A	N/A	32,500	29,000	23,040
Computer Programming	118	28,711	N/A	N/A	33,800	30,000	20,100
Information Sciences & Systems	344	26,853	N/A	N/A	31,500	27,000	23,000
Systems Analysis	25	29,176	N/A	N/A	31,500	30,000	25,000
Health Sciences							
Allied Health	81	24,496	22,536	8.7	30,000	25,000	18,400
Health Sciences	34	20,911	N/A	N/A	28,900	18,500	15,000
Nursing	223	24,789	23,652	4.8	30,000	24,000	19,200
[1] Pharmacy	110	35,173	34,356	2.4	41,000	37,000	27,664
Sciences							
Actuarial	32	30,244	N/A	N/A	33,000	30,000	28,000
Architectural & Environmental Design	32	23,763	N/A	N/A	28,000	24,200	18,000
Biological	69	20,998	20,364	3.1	29,200	20,500	14,067
Chemistry	133	26,698	26,004	2.7	33,120	28,000	18,000
Geological	19	23,724	N/A	N/A	*	*	*
Mathematics (incl. Statistics)	245	26,789	N/A	N/A	32,004	27,500	18,710
Physics	51	28,296	27,816	1.7	32,011	30,000	20,500
Other Physical & Earth Sciences	15	22,629	21,216	*	*	*	*
	28,696						

N/A - No historic data available
* Not computed for fewer than 20 offers
1 Pharmacy is a 5 - year degree program

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1988	Percentiles		
	July 1989	July 1989	September 1988		90th	50th	10th
Finance							
Accounting (Public)	4,492	$25,765	N/A	N/A	$29,004	$26,000	$22,500
Accounting (Private)	1,116	23,495	N/A	N/A	27,500	24,000	18,326
Commercial Banking (Consumer)	250	21,466	N/A	N/A	26,000	21,500	17,000
Commercial Banking (Lending)	222	23,003	N/A	N/A	27,144	22,500	18,000
Investment Banking (Corporate Finance)	78	27,030	N/A	N/A	32,500	27,180	20,400
Investment Banking (Mergers & Acquisitions)	28	29,304	N/A	N/A	33,000	28,498	24,504
Investment Banking (Real Estate)	13	25,715	N/A	N/A	*	*	*
Investment Banking (Sales & Trading)	32	22,882	N/A	N/A	30,000	22,000	17,500
Financial/Treasury Analysis	638	25,780	N/A	N/A	30,720	25,897	20,000
Portfolio Management/Brokerage	89	23,789	N/A	N/A	30,000	24,000	18,000
Underwriting	147	21,929	N/A	N/A	25,000	22,000	17,928
Marketing							
Advertising	57	19,468	N/A	N/A	26,000	18,000	14,000
Brand/Product Management	261	23,621	N/A	N/A	31,200	23,000	18,000
Buyer/Merchandising	481	21,952	N/A	N/A	26,000	21,500	18,000
Market Research	133	24,526	N/A	N/A	31,200	24,500	17,600
Sales	1,830	23,153	N/A	N/A	30,000	23,500	16,800
Communications							
Design/Graphic Arts	38	21,059	N/A	N/A	28,000	21,300	13,520
Media Planning	17	20,638	N/A	N/A	*	*	*
On-Air Reporting	8	16,438	N/A	N/A	*	*	*
Production	46	23,701	N/A	N/A	31,500	24,100	13,500
Public Relations	84	20,198	N/A	N/A	30,000	18,350	14,000
Writing/Editing	117	19,890	N/A	N/A	27,200	18,500	14,000
Public Administration							
Executive, Legislative, & General	42	19,205	N/A	N/A	24,464	19,425	15,000
Finance, Taxation, Monetary Policy	59	22,186	N/A	N/A	27,500	21,787	18,000
Economic Programs	18	20,732	N/A	N/A	*	*	*
Law Enforcement	56	20,918	$20,700	1.1%	30,000	19,500	15,000
Military	130	21,625	N/A	N/A	25,992	21,000	16,800
National Security	17	25,475	N/A	N/A	*	*	*
Urban/Regional Planning	21	22,589	N/A	N/A	27,000	23,000	17,000
Social Services							
Administration	129	21,085	N/A	N/A	30,000	19,500	14,000
Counseling	63	17,404	N/A	N/A	26,000	16,000	11,800
Fundraising/Development	6	18,983	N/A	N/A	*	*	*
Social Work	62	16,489	N/A	N/A	19,500	16,000	12,500
Engineering							
Bioengineering	56	30,776	N/A	N/A	33,600	32,000	25,300
Design/Construct	2,065	28,700	N/A	N/A	33,000	29,400	23,952
Environmental/Sanitation	227	28,622	N/A	N/A	33,000	29,000	23,088
Manufacturing/Industrial	2,865	30,639	N/A	N/A	33,300	30,950	27,492
Systems/Programming	452	30,219	N/A	N/A	33,000	30,820	25,343
Power Systems	405	30,169	N/A	N/A	32,697	30,600	26,580
Software Design & Development	494	30,503	N/A	N/A	33,996	30,680	26,500
Hardware Design & Development	416	30,925	N/A	N/A	33,500	31,200	28,000
Research & Development	954	31,002	N/A	N/A	34,200	31,710	25,500
Testing	399	29,179	N/A	N/A	33,000	30,004	24,000
Process Engineering	1,748	32,061	N/A	N/A	34,900	32,600	28,440
Other Engineering	1,212	30,854	N/A	N/A	33,600	31,200	27,900

N/A - No historic data available
* Not computed for fewer than 20 offers

Continued . . .

AVERAGE YEARLY SALARY OFFERS

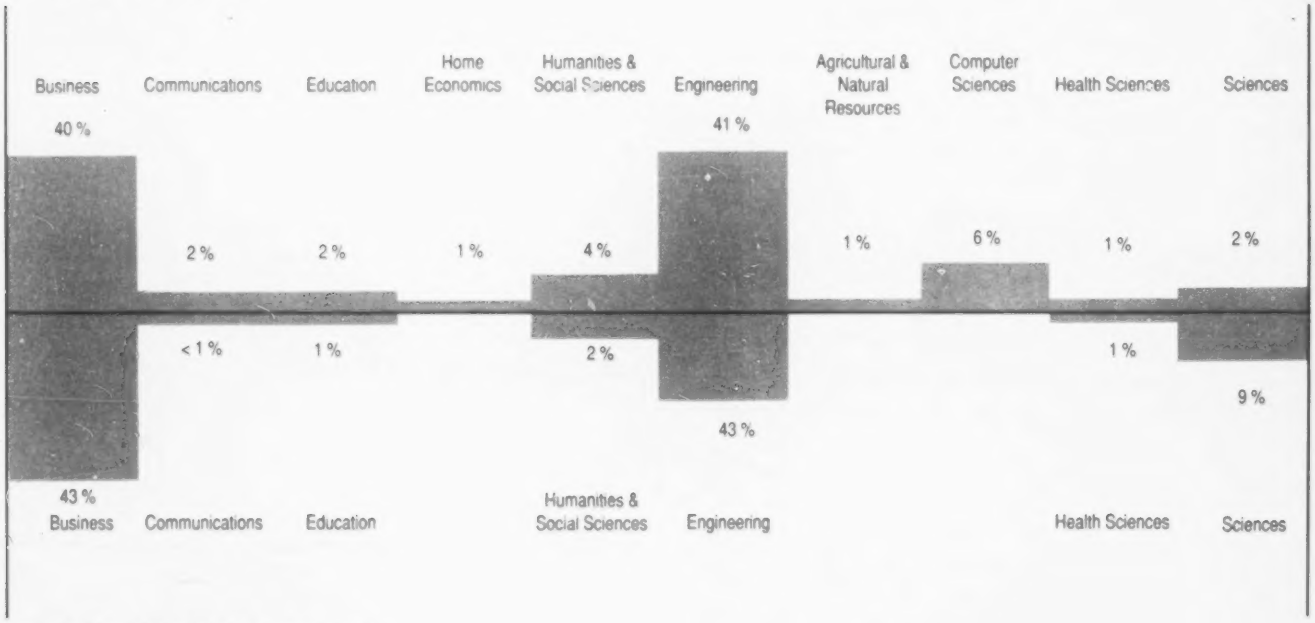
Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1988	Percentiles		
	July 1989	July 1989	September 1988		90th	50th	10th
Continued . . .							
Computer Science							
Computer Programming	1,039	**$ 27,559**	$ 26,892	2.5 %	$ 32,004	$ 28,000	$ 22,000
Information Systems	426	**27,077**	N/A	N/A	32,000	27,000	23,000
Systems Analysis & Design	568	**28,220**	N/A	N/A	32,400	28,788	24,000
Other Functional Areas							
Actuarial	88	**28,714**	N/A	N/A	33,000	29,100	23,500
Agricultural/Natural Resources	106	**21,763**	19,728	10.3	28,800	22,000	15,000
Architecture	33	**23,041**	N/A	N/A	28,000	22,800	17,000
Consulting	970	**28,157**	26,988	4.3	33,000	28,000	24,960
Human Resources/Industrial Relations	175	**22,531**	20,076	12.2	30,000	22,000	15,738
Management Trainee	1,959	**22,148**	20,892	6.0	29,120	21,000	17,000
Mathematician/Statistician	42	**26,141**	N/A	N/A	31,500	28,000	18,726
Nurses/Personal Care	223	**24,831**	23,760	4.5	30,552	24,000	19,000
Other Health Related	259	**27,725**	28,392	-2.3	41,000	26,500	17,000
Paralegal	26	**19,632**	N/A	N/A	27,000	20,000	13,920
Performing Arts (Entertainment)	10	**14,964**	N/A	N/A	*	*	*
Research (Nontechnical)	31	**22,746**	24,228	-6.1	27,996	22,800	18,000
Research (Technical)	46	**20,949**	25,404	-17.5	30,000	19,747	14,100
Teaching	622	**18,909**	N/A	N/A	24,000	19,000	13,700
	28,696						

PROPORTION OF OFFERS BY CURRICULAR AREA

Bachelor's Degree Candidates
Total Offers = 28,696



Master's Degree Candidates (Inexperienced)
Total Offers = 3,542

Bachelor's Degree Candidates

By Curriculum For All Types of Employers	- Men - Number of Offers July 1989	- Men - Average $ Offer July 1989	- Men - Average $ Offer September 1988	- Women - Number of Offers July 1989	- Women - Average $ Offer July 1989	- Women - Average $ Offer September 1988
Business						
Accounting	2,619	$25,328	$24,096	2,825	$25,254	$23,916
Business Administration (incl. Management Science)	800	22,738	21,756	611	21,666	21,096
Distribution Management	53	24,324	N/A	29	24,673	N/A
Economics & Finance (incl. Banking)	1,320	24,659	N/A	840	24,634	N/A
Hotel/Restaurant Management	66	19,937	20,832	58	19,771	19,584
Human Resources (incl. Labor Relations)	71	23,951	20,268	65	22,035	20,340
Management Information Systems	281	27,004	24,900	233	26,589	24,828
Marketing/Marketing Management (incl. Research)	844	22,898	N/A	761	22,108	N/A
Real Estate	14	25,293	N/A	6	19,554	N/A
Communications						
Advertising	24	21,574	20,928	51	18,328	18,540
Communications	133	21,204	20,796	165	20,404	19,800
Journalism	37	20,438	18,876	82	19,215	18,024
Telecommunications/Broadcasting	23	17,627	N/A	31	20,434	N/A
Education						
Elementary Education	66	18,863	N/A	317	18,519	N/A
Pre-Elementary Education	+	+	N/A	10	16,203	N/A
Physical Education	19	19,243	N/A	16	19,387	N/A
Special Education	10	20,018	N/A	78	19,861	N/A
Home Economics						
Human Ecology	3	19,200	N/A	21	18,577	N/A
Textiles & Clothing	4	22,125	N/A	94	19,851	N/A
Merchandising Management	3	22,667	N/A	47	19,253	N/A
Humanities & Social Sciences						
Foreign Languages	18	22,334	N/A	37	19,855	N/A
Letters	67	21,779	22,728	122	19,562	19,764
Visual & Performing Arts	29	17,527	N/A	48	18,445	N/A
Humanities-Other	53	22,969	N/A	58	23,046	N/A
Criminal Justice	38	20,830	20,364	26	20,069	17,904
History	55	21,326	24,576	31	21,184	20,484
Political Science/Government	124	22,413	N/A	66	21,558	N/A
Psychology	82	20,541	21,636	147	18,236	19,884
Sociology	37	20,356	N/A	49	18,014	N/A
Social Sciences-Other	41	21,508	N/A	55	19,234	N/A
Engineering						
Aerospace & Aeronautical	353	29,415	28,152	80	29,466	28,332
Agricultural	24	26,729	25,356	5	22,408	22,248
Architectural	23	26,013	N/A	8	25,465	N/A
Bioengineering & Biomedical	9	25,991	26,412	17	29,269	30,144
Chemical	1,191	32,984	30,924	569	32,874	31,116
Civil	922	26,650	25,620	163	27,215	25,476

N/A - No historic data available
* Not computed for fewer than 20 offers
+ - No offers reported

Continued . . .

Bachelor's Degree Candidates

By Curriculum For All Types of Employers	- Men - Number of Offers July 1989	- Men - Average $ Offer July 1989	- Men - Average $ Offer September 1988	- Women - Number of Offers July 1989	- Women - Average $ Offer July 1989	- Women - Average $ Offer September 1988
Continued . . .						
Computer	373	$ 30,448	N/A	98	$ 30,280	N/A
Electrical	2,737	30,647	N/A	542	30,729	N/A
Industrial	454	29,703	$28,404	292	29,981	28,608
Mechanical	2,547	30,428	29,328	490	31,115	29,676
Metallurgical	186	30,618	29,556	71	30,943	29,220
Mining	27	26,569	28,448	5	28,300	*
Nuclear	48	31,439	28,416	5	29,764	30,420
Petroleum	106	32,911	31,656	11	33,728	34,728
Textile	37	26,641	N/A	9	26,600	N/A
Engineering Technology	343	28,271	27,516	46	28,602	26,664
Industrial Technology	76	26,685	N/A	8	26,330	N/A
Agriculture & Natural Resources						
Agribusiness	44	23,244	N/A	5	22,580	N/A
Animal Sciences	18	19,803	N/A	5	17,860	N/A
Plant Sciences	8	20,563	N/A	1	15,780	N/A
Natural Resources	11	23,096	20,376	2	13,514	*
Other Agricultural Sciences	57	22,121	N/A	11	19,245	N/A
Computer Sciences						
Computer Science	872	28,736	N/A	343	28,101	N/A
Computer Programming	95	29,273	N/A	23	26,391	N/A
Information Sciences & Systems	197	26,380	N/A	147	27,488	N/A
Systems Analysis	14	29,170	N/A	11	29,185	N/A
Health Sciences						
Allied Health	23	25,611	24,288	58	24,054	21,660
Health Sciences	7	20,518	N/A	27	21,013	N/A
Nursing	9	24,613	25,512	214	24,797	23,592
Pharmacy	55	35,091	34,728	55	35,256	34,200
Sciences						
Actuarial	19	30,427	N/A	13	29,977	N/A
Architectural & Environmental Design	23	24,603	N/A	9	21,618	N/A
Biological	28	24,461	21,180	41	18,633	19,944
Chemistry	86	27,679	26,208	47	24,902	25,536
Geological	16	23,835	N/A	3	23,133	N/A
Mathematics (incl. Statistics)	117	26,849	N/A	128	26,735	N/A
Physics	40	28,366	28,164	11	28,040	26,436
Other Physical & Earth Sciences	10	21,347	20,388	5	25,792	23,028
	18,139			10,557		

N/A - No historic data available
* Not computed for fewer than 20 offers
1 Pharmacy is a 5 - year degree program

Bachelor's Degree Candidates

By Functional Area For All Types of Employers	- Men - Number of Offers July 1989	- Men - Average $ Offer July 1989	- Men - Average $ Offer September 1988	- Women - Number of Offers July 1989	- Women - Average $ Offer July 1989	- Women - Average $ Offer September 1988
Finance						
Accounting (Public)	2,166	$25,757	N/A	2,326	$25,773	N/A
Accounting (Private)	523	23,599	N/A	593	23,405	N/A
Commercial Banking (Consumer)	134	21,814	N/A	116	21,065	N/A
Commercial Banking (Lending)	152	22,913	N/A	70	23,198	N/A
Investment Banking (Corporate Finance)	54	27,869	N/A	24	25,141	N/A
Investment Banking (Mergers & Acquisitions)	19	30,079	N/A	9	27,667	N/A
Investment Banking (Real Estate)	7	30,086	N/A	6	20,617	N/A
Investment Banking (Sales & Trading)	24	23,542	N/A	8	20,901	N/A
Financial/Treasury Analysis	342	26,495	N/A	296	24,954	N/A
Portfolio Management/Brokerage	51	24,761	N/A	38	22,485	N/A
Underwriting	82	21,985	N/A	65	21,860	N/A
Marketing						
Advertising	18	20,248	N/A	39	19,108	N/A
Brand/Product Management	145	24,741	N/A	116	22,221	N/A
Buyer/Merchandising	187	22,727	N/A	294	21,459	N/A
Market Research	74	25,775	N/A	59	22,958	N/A
Sales	1,182	22,551	N/A	648	22,246	N/A
Communications						
Design/Graphic Arts	19	24,287	N/A	19	17,831	N/A
Media Planning	8	20,022	N/A	9	21,186	N/A
On-Air Reporting	6	15,417	N/A	2	19,500	N/A
Production	32	24,088	N/A	14	22,818	N/A
Public Relations	27	23,742	N/A	57	18,519	N/A
Writing/Editing	33	19,711	N/A	84	19,960	N/A
Public Administration						
Executive, Legislative, & General	13	19,049	N/A	29	19,275	N/A
Finance, Taxation, Monetary Policy	26	23,074	N/A	33	21,487	N/A
Economic Programs	12	21,010	N/A	6	20,175	N/A
Law Enforcement	32	20,776	$21,516	24	21,107	$19,392
Military	109	21,804	N/A	21	20,694	N/A
National Security	13	26,398	N/A	4	22,475	N/A
Urban/Regional Planning	14	23,222	N/A	7	21,321	N/A
Social Services						
Administration	48	23,209	N/A	81	19,827	N/A
Counseling	18	18,560	N/A	45	16,942	N/A
Fundraising/Development	2	22,200	N/A	4	17,375	N/A
Social Work	20	17,826	N/A	42	15,852	N/A
Engineering						
Bioengineering	41	30,977	N/A	15	30,227	N/A
Design/Construct	1,737	28,598	N/A	328	29,242	N/A
Environmental/Sanitation	168	28,087	N/A	59	30,144	N/A
Manufacturing/Industrial	2,346	30,572	N/A	519	30,942	N/A
Systems/Programming	356	30,323	N/A	96	29,832	N/A
Power Systems	339	30,086	N/A	66	30,598	N/A
Software Design & Development	413	30,473	N/A	81	30,656	N/A
Hardware Design & Development	339	30,884	N/A	77	31,108	N/A
Research & Development	713	30,987	N/A	241	31,044	N/A
Testing	315	29,231	N/A	84	28,985	N/A
Process Engineering	1,285	32,046	N/A	463	32,101	N/A
Other Engineering	925	30,759	N/A	287	31,161	N/A

N/A - No historic data available

* Not computed for fewer than 20 offers

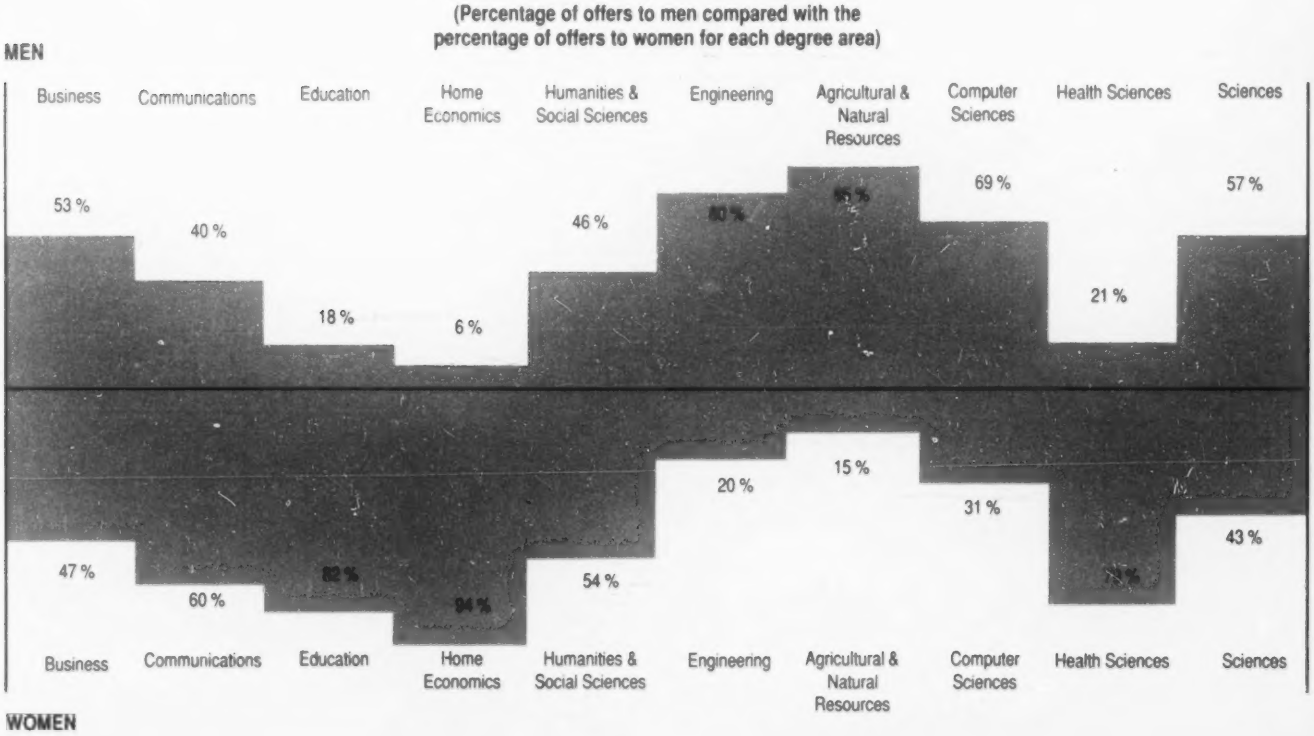
Continued . . .

Bachelor's Degree Candidates

By Functional Area For All Types of Employers	- Men - Number of Offers July 1989	- Men - Average $ Offer July 1989	- Men - Average $ Offer September 1988	- Women - Number of Offers July 1989	- Women - Average $ Offer July 1989	- Women - Average $ Offer September 1988
Continued . . .						
Computer Science						
Computer Programming	708	$ 27,795	$ 26,964	331	$ 27,054	$ 26,760
Information Systems	239	27,281	N/A	187	26,816	N/A
Systems Analysis & Design	364	28,473	N/A	204	27,769	N/A
Other Functional Areas						
Actuarial	46	28,192	N/A	42	29,286	N/A
Agricultural/Natural Resources	83	22,233	19,704	23	20,068	19,752
Architecture	25	23,512	N/A	8	21,570	N/A
Consulting	618	28,587	27,468	352	27,401	26,280
Human Resources/Industrial Relations	69	23,965	21,372	106	21,598	19,140
Management Trainee	1,092	22,685	21,468	867	21,471	20,268
Mathematician/Statistician	23	25,642	N/A	19	26,744	N/A
Nurses/Personal Care	9	24,613	27,312	214	24,841	23,652
Other Health Related	95	30,039	28,752	164	26,385	28,224
Paralegal	8	21,562	N/A	18	18,774	N/A
Performing Arts (Entertainment)	8	15,204	N/A	2	14,000	N/A
Research (Nontechnical)	19	22,918	25,920	12	22,473	21,120
Research (Technical)	22	22,157	26,256	24	19,841	24,336
Teaching	142	19,000	N/A	480	18,882	N/A
	18,139			10,557		

PROPORTION OF OFFERS TO MEN AND WOMEN

(Percentage of offers to men compared with the percentage of offers to women for each degree area)



Beginning salary offers to all candidates by curriculum and employer

This diagram indicates arrangement of data in blocks

Average	$24,876 639
90th Percentile	$28,000
10th Percentile	$21,600

Number of Offers

Bachelor's Degree Curricula	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architectural/ Engineering Design	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Financial Services	Hospitality Amusement/ Recreation/ Fast-Food	Hospitality Hotels/Motels Full Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing	Real Estate
Accounting	$25,830 4295 $29,000 $22,992	$25,500 7		$22,733 73 $28,000 $17,500	$25,651 8	$23,906 19	$20,110 14	$26,335 22 $30,000 $25,000	$23,618 40 $28,000 $18,500	$19,678 9	$21,862 13	$22,481 49 $25,000 $18,500	$28,500 1	$20,919 49 $26,100 $16,500	$29,567 3	$26,100 1	$24,900 5	$20,830 10
Business Administration incl. Management Science	$25,632 58 $30,000 $21,000	$16,863 4	$25,000 1	$21,546 96 $24,000 $17,500	$25,693 14	$23,672 25 $34,700 $17,500	$23,067 32 $28,080 $18,000	$26,589 47 $31,000 $22,000	$21,593 51 $27,500 $15,000	$18,990 11	$19,349 25 $23,100 $17,000	$22,117 93 $25,800 $18,000	$23,000 2	$19,750 306 $24,000 $16,000	$20,215 10	$26,000 1	$22,160 10	$21,943 8
Distribution Management						$28,500 1								$22,475 8				
Economics & Finance (incl. Banking)	$27,048 189 $31,000 $24,000	$19,667 3	$16,000 1	$23,481 468 $28,000 $18,500	$29,041 94 $33,500 $20,004	$25,225 14	$25,700 33 $31,500 $20,004	$27,462 194 $32,000 $24,000	$23,508 190 $30,000 $15,000	$22,387 10	$18,481 12	$23,248 165 $28,600 $18,000	$21,000 2	$21,690 147 $26,000 $16,992	$17,160 2	$21,600 1	$24,663 11	$25,511 18
Hotel / Restaurant Management									$30,000 1	$20,121 18	$19,619 91 $22,000 $17,500	$20,000 1		$21,176 1				
Human Resources (incl. Labor Relations)	$26,336 3			$19,625 4		$25,000 1	$28,810 5	$26,367 6	$19,500 2	$27,000 1	$20,475 8	$22,816 19	$18,000 1	$20,687 30 $26,000 $17,500	$13,500 2		$22,500 1	$15,600 1
Management Information Systems	$27,746 71 $30,000 $25,000	$15,500 1		$25,497 8	$25,000 2	$28,217 20 $30,980 $26,500	$25,588 43 $30,000 $20,799	$28,016 49 $31,000 $25,500	$27,109 11		$22,000 2	$24,949 47 $26,300 $23,000		$24,287 18				
Marketing/Marketing Management (incl. Research)	$24,700 17	$21,750 10	$17,000 1	$21,076 61 $26,000 $15,000	$22,464 11	$23,996 27 $27,300 $18,500	$21,429 28 $27,000 $16,000	$24,782 17	$20,069 45 $24,996 $15,000	$19,267 15	$22,933 15	$21,341 79 $25,000 $18,000		$21,402 479 $26,000 $18,000	$19,686 13		$21,920 17	$22,696 5
Real Estate	$26,000 1								$17,300 2		$24,000 1	$25,000 1						$24,310 10
Advertising		$19,083 6	$21,794 2			$16,612 10	$17,750 2	$16,500 1		$12,000 1	$24,000 1			$18,573 15			$14,667 6	
Communications	$24,000 1	$21,091 11		$19,267 11	$26,500 4	$17,477 22 $22,500 $12,000	$20,833 3	$23,107 7	$23,543 13	$17,200 5	$18,506 7	$20,850 14	$25,500 1	$20,153 64 $25,200 $16,500	$23,508 1	$34,000 1	$16,956 9	$13,500 1
Journalism		$18,383 6	$20,000 1	$18,833 3		$18,049 20 $23,000 $13,780	$20,249 4	$22,000 1	$22,040 3			$22,857 4		$19,920 14		$20,000 1	$17,419 26 $21,000 $14,000	
Telecommunications/ Broadcasting						$15,479 14						$19,250 2		$21,736 14	$13,000 1		$13,959 2	
Elementary Education				$24,011 1			$20,000 1		$18,000 1					$20,000 1				$25,000 1
Pre-Elementary Education																		
Physical Education											$19,000 1							
Special Education														$16,640 1				

Curriculum Continued	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architectural Engineering Design	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Financial Services	Hospitality Amusement/ Recreation/ Fast Food	Hospitality Hotels Motels Full Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective Security Services	Publishing	Real Estate
Human Ecology				$30,000 1				$14,000 1	$18,300 1					$22,880 5				$10,460 1
Textiles & Clothing											$18,000 1			$19,502 79 $22,000 $17,000				
Merchandising Management				$16,000 1				$30,000 1		$15,000 1				$19,380 44 $22,000 $17,000				
Foreign Languages	$22,800 1			$21,333 3	$29,000 1	$20,000 2	$24,600 1	$28,050 5		$16,500 1		$23,000 3	$18,000 2	$19,306 9				
Letters		$18,167 3		$19,489 9	$29,500 7	$20,813 8	$20,450 4	$23,460 5	$18,871 7		$21,000 2	$20,797 7	$17,840 3	$20,181 36 $22,200 $17,500	$26,333 3		$16,995 21 $20,000 $13,500	
Visual & Performing Arts		$13,575 3	$16,130 4	$16,800 1	$30,000 1	$17,973 3		$15,750 2	$22,498 2	$16,500 3			$12,000 1	$12,667 3			$29,000 1	$16,453 3
Humanities Other	$28,700 3			$21,571 7	$33,000 2	$18,950 4	$18,000 1	$23,000 1	$20,000 2	$16,600 2	$19,743 4	$19,936 5	$27,300 1	$20,124 20 $22,500 $17,472	$16,300 2			
Criminal Justice				$19,733 3	$16,800 1	$30,500 1		$22,500 1	$35,000 1		$21,700 1	$21,875 4	$16,830 4	$16,114 6		$19,252 2		
History			$17,050 2	$23,400 9	$32,500 1		$27,000 1	$21,883 6	$22,000 2		$24,000 1	$23,500 2	$20,000 5	$21,447 15		$13,100 2	$19,000 2	
Political Science Government		$23,000 1		$23,850 10	$30,000 11	$20,250 4	$23,467 3	$27,613 8	$24,185 13	$15,817 3	$17,250 2	$22,303 14	$22,375 4	$20,177 35 $24,000 $16,000	$20,000 1		$24,567 3	
Psychology		$18,200 1		$17,428 8	$34,643 7	$18,625 4	$28,000 2	$25,250 6	$29,000 2	$20,000 1	$14,300 2	$22,722 9	$20,750 2	$18,489 43 $21,996 $13,000	$18,000 2		$12,000 1	
Sociology				$18,183 6		$19,200 1		$22,667 3	$17,793 1	$10,000 1	$19,750 2	$22,033 6	$17,000 2	$17,959 16		$16,000 1		
Social Sciences Other	$29,500 1			$19,717 6	$30,000 2		$17,008 2	$29,500 4	$21,500 1	$16,800 1		$27,000 2		$20,374 19	$19,992 2	$15,000 1	$20,000 1	
Aerospace & Aeronautical Engineering				$18,200 1				$29,673 11				$31,000 1						
Agricultural Engineering			$15,360 1										$26,500 1					
Architectural Engineering			$22,873 6					$26,820 10										
Bioengineering & Biomedical Engineering	$27,000 2							$28,133 3										
Chemical Engineering			$30,600 2				$34,500 1	$31,532 48 $35,000 $28,000						$28,000 1				
Civil Engineering			$24,690 23 $28,000 $20,400			$31,685 2		$26,870 208 $29,856 $24,000								$24,400 2		$28,500 1
Computer Engineering	$29,529 17			$24,000 1	$30,000 1	$31,114 14	$30,374 26 $33,996 $27,000	$29,785 24 $32,000 $26,000	$28,759 4			$29,250 2		$25,100 2				

Curriculum Continued	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architectural Engineering Design	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Financial Services	Hospitality Amusement/ Recreation/ Fast-Food	Hospitality Hotels/Motels Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing	Real Estate
Electrical Engineering	$29,306 15		$30,000 1	$27,998 2	$30,250 4	$31,778 91 $34,000 $29,040	$31,860 66 $37,000 $26,000	$29,783 145 $32,552 $26,500	$35,000 1			$30,250 2		$25,000 1	$23,000 1		$35,360 1	
Industrial Engineering	$29,549 35 $31,500 $27,500			$28,400 3	$30,500 4	$29,254 4	$27,197 7	$30,380 93 $34,000 $26,000			$14,400 1	$26,600 7		$29,194 7				
Mechanical Engineering	$27,317 6		$27,631 19	$30,400 1	$27,996 1	$31,206 8	$30,037 8	$29,465 125 $32,500 $25,000	$33,400 1			$28,850 7		$28,727 3				
Metallurgical Engineering	$30,200 2							$31,100 4				$27,000 1						
Mining Engineering								$22,232 10										
Nuclear Engineering								$32,040 1										
Petroleum Engineering						$30,000 1												
Textile Engineering												$22,000 1						
Engineering Technology	$29,000 2		$30,000 1		$30,000 1	$30,999 3	$27,208 6	$28,770 10	$25,000 1			$23,065 3	$29,000 1	$21,500 2				
Industrial Technology		$23,400 1						$27,000 1				$24,000 1		$27,000 2				
Agribusiness				$18,500 3	$25,240 2			$18,500 1		$40,000 1		$18,500 1		$21,000 3			$30,000 2	
Animal Sciences													$15,000 1					
Plant Sciences											$23,000 1							
Natural Resources																		
Other Agricultural Sciences										$13,000 1	$18,500 1							
Computer Science	$28,000 17		$39,900 1	$23,410 11	$28,000 2	$29,966 49 $33,800 $26,500	$27,297 173 $32,000 $22,000	$29,332 72 $32,500 $26,500	$26,482 15	$16,000 2		$24,636 29 $27,500 $21,000	$30,000 1	$24,814 18		$26,433 3	$26,375 4	
Computer Programming	$28,680 3			$25,500 2		$31,825 4	$30,304 42 $35,000 $23,449	$26,801 14	$20,100 1			$25,008 4		$19,880 2				
Information Sciences & Systems	$28,012 26 $31,000 $25,200			$28,062 8	$32,400 1	$28,489 9	$23,880 56 $29,000 $16,992	$29,116 25 $31,500 $27,000	$25,450 8			$26,190 17		$26,264 17			$27,064 2	
Systems Analysis							$30,500 2	$29,923 4	$24,504 1					$27,100 1				
Allied Health				$27,000 1										$17,500 1				

Curriculum - Continued	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architectural Engineering Design	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality Hotels - Motels - Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing	Real Estate
Health Sciences							$39,000 1											
Nursing															$15,000 1			
Pharmacy														$40,309 54 $41,000 $37,500				
Actuarial	$30,000 2							$31,013 8	$28,000 1			$30,258 19						
Architectural & Environmental Design			$23,586 17					$27,500 1						$11,000 1				
Biological	$30,000 2								$25,000 1			$25,000 2		$18,640 4				
Chemistry	$26,000 1			$19,400 1	$31,250 2		$31,896 1	$31,067 3				$23,500 1		$18,000 1				
Geological							$28,000 1	$27,193 6										
Mathematics (incl. Statistics)	$26,367 9			$27,947 3	$29,300 5	$28,450 4	$26,902 17	$29,543 35 $35,000 $25,000	$27,000 2			$26,324 37 $32,000 $21,000		$28,000 2	$28,000 1		$18,500 1	
Physics	$26,750 2				$30,500 2	$32,000 1	$32,403 4	$26,000 1		$30,000 1				$22,000 1		$34,000 2		
Other Physical & Earth Sciences							$21,600 3					$25,000 1			$16,800 1			

BACHELOR'S SUMMARY

Nontechnical Curricula	$25,904 4640 $29,500 $22,992	$20,200 56 $26,000 $14,400	$18,351 12	$22,687 789 $28,000 $18,000	$28,381 166 $33,500 $20,000	$21,673 200 $28,375 $13,800	$23,592 179 $30,000 $16,800	$26,815 387 $31,000 $23,000	$22,848 391 $30,000 $15,000	$19,211 83 $23,000 $15,000	$19,951 191 $24,000 $17,500	$22,633 526 $27,000 $18,000	$20,027 31 $25,500 $14,000	$20,581 1477 $26,000 $16,800	$20,290 42 $24,000 $14,600	$20,309 11	$19,513 116 $26,000 $14,000	$22,646 58 $31,000 $16,000
Technical Curricula	$28,647 41 $31,500 $26,000	$23,400 1	$25,458 71 $30,000 $19,200	$25,204 37 $30,000 $19,000	$29,595 25 $32,000 $27,996	$30,938 190 $33,800 $27,400	$28,176 414 $34,992 $22,000	$28,925 863 $33,000 $25,000	$26,699 37 $32,032 $22,000	$23,000 5	$18,633 3	$26,514 136 $31,000 $21,000	$25,125 4	$31,622 123 $41,000 $21,000	$20,700 4	$28,014 7	$27,340 10	$28,500 1

MBA - INEXPERIENCED - BY TYPE OF EMPLOYER

MBA - Nontechnical Undergraduate Degree	$30,579 131 $35,000 $26,000	$30,075 4		$34,677 87 $45,000 $27,000	$43,461 13	$35,641 10	$29,760 5	$35,214 74 $40,000 $30,000	$33,200 14	$28,833 9	$31,333 6	$33,963 12	$51,020 5	$28,697 14			$33,000 1	$38,769 13
MBA - Technical Undergraduate Degree	$30,918 23 $38,000 $26,000			$43,375 8	$52,600 5	$34,181 7	$35,099 8	$42,119 27 $57,000 $31,000	$46,833 6	$31,500 2		$52,000 1						

MORE EMPLOYER CATEGORIES ON NEXT PAGE . . .

EMPLOYER CATEGORIES - Continued

Bachelor's Degree Curricula	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Research Organizations	Transportation	Utilities	Other Service Employers	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Accounting	$25,750 2	$20,378 11	$23,581 28 $27,600 $19,500	$20,938 16	$16,836 8	$20,996 95 $24,600 $18,726	$20,504 120 $24,000 $16,392	$20,546 6	$22,161 9	$21,123 11		$20,195 1	$29,333 3	$23,505 24 $25,800 $20,000	$24,533 26 $26,800 $21,500	$24,383 35 $26,400 $21,000	$23,206 19	$25,768 64 $27,500 $24,000
Business Administration incl. Management Science	$20,192 5	$22,576 43 $26,400 $17,500	$23,848 22 $28,200 $20,000	$21,601 46 $27,000 $15,000	$19,769 10	$20,765 55 $24,100 $16,800	$22,633 16	$24,017 11	$20,183 12	$19,725 4		$18,252 8	$14,300 4	$23,324 24 $27,300 $21,000	$21,400 8	$26,136 32 $30,000 $21,000	$24,555 20 $30,000 $17,500	$25,523 39 $30,460 $20,000
Distribution Management		$23,235 22 $24,600 $19,992		$19,496 2		$19,723 3	$19,776 1								$20,933 3	$25,645 4	$26,400 1	$25,949 15
Economics & Finance (incl. Banking)	$23,293 3	$24,025 23 $28,500 $18,250	$23,771 14	$23,315 20 $29,400 $16,300	$21,733 3	$20,136 47 $24,000 $16,067	$18,707 7	$19,000 4	$25,965 12	$21,900 5		$18,000 1		$23,861 39 $25,500 $21,600	$22,000 6	$25,880 31 $27,600 $24,000	$24,115 13	$26,966 56 $28,800 $25,000
Hotel / Restaurant Management		$18,360 2		$21,300 4		$18,000 1		$19,000 1		$14,412 1		$23,000 1		$28,000 1			$19,500 1	
Human Resources (incl. Labor Relations)		$25,500 1		$18,000 1		$22,497 5	$21,419 3	$18,500 1				$12,000 1		$21,782 2	$21,750 2	$28,090 2	$22,000 1	$33,600 2
Management Information Systems	$26,967 3	$22,911 9	$27,897 12	$24,670 4	$25,700 2	$19,710 8	$26,185 4		$22,000 1					$25,360 24 $26,300 $24,000	$26,574 13	$28,000 1	$26,400 2	$28,856 25 $30,000 $27,000
Marketing / Marketing Management (incl. Research)	$18,989 11	$23,168 24 $25,200 $20,000	$24,569 19	$19,533 41 $24,000 $15,080	$20,424 3	$17,909 15	$17,550 2	$21,625 4	$22,802 21 $26,496 $18,000	$23,700 4		$19,100 1		$22,975 6	$23,736 14	$25,192 54 $26,920 $22,000	$24,936 25 $26,400 $19,500	$25,209 123 $30,000 $22,000
Real Estate		$21,000 1				$18,726 1	$15,000 1										$32,000 2	
Advertising		$23,500 2		$20,583 6	$20,916 1	$18,000 1						$18,000 1				$25,200 1	$21,600 1	$22,400 4
Communications		$17,625 4	$20,900 2	$19,388 7	$19,133 3	$19,713 7		$30,000 1	$19,600 2	$19,500 2	$11,250 2	$16,300 5	$15,000 2		$20,000 2	$24,690 2	$20,900 5	$23,795 17
Journalism			$30,000 1		$16,203 4	$19,500 2	$21,300 2		$22,250 2	$15,000 2		$17,000 3	$19,200 1	$22,850 2		$20,000 1	$21,000 1	$26,350 4
Telecommunications / Broadcasting	$23,500 2	$12,583 1		$28,000 1	$14,538 2	$19,500 1			$20,000 1	$16,640 1		$19,426 1		$19,448 1		$25,800 1		$26,400 2
Elementary Education					$18,972 335 $23,100 $13,500		$19,099 2			$14,950 36 $17,000 $13,000		$14,700 2	$12,042 2					
Pre-Elementary Education					$16,404 9					$14,400 1								
Physical Education				$19,500 2	$18,346 23 $21,600 $13,700					$18,000 1		$17,390 4	$18,700 1					$26,800 2
Special Education					$20,018 82 $24,500 $17,250		$20,000 1	$19,000 1				$18,000 2	$16,200 1					

Curriculum Continued	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Research Organizations	Transportation	Utilities	Other Service Employers	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership/ Religious Organizations	Museums & Cultural Organizations	Social Services/ Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Human Ecology		$12,000 1			$21,400 3		$17,833 3	$15,000 1				$14,249 3						
Textiles & Clothing	$41,600 1																	$25,000 1
Merchandising Management																		
Foreign Languages					$19,847 8	$18,486 8	$15,580 2				$10,500 1	$18,500 1				$30,000 1		
Letters		$23,000 1		$18,750 8	$18,955 25 $23,000 $14,000		$19,101 8	$20,250 2	$14,467 3		$10,000 1	$15,000 1	$19,340 3	$20,000 1		$25,281 4	$17,000 1	$22,320 2
Visual & Performing Arts				$16,514 7	$17,954 19	$20,750 4	$15,500 2		$17,000 1	$21,000 2	$17,875 4	$33,600 1	$10,000 1	$13,000 1		$22,500 1	$28,500 2	
Humanities-Other		$30,000 1	$34,000 2	$19,575 1	$22,159 9	$18,123 4	$23,410 8			$20,500 2			$13,000 1		$18,000 1	$34,545 11	$21,000 1	$28,500 2
Criminal Justice	$20,000 1				$19,831 3	$20,521 7	$22,869 15	$19,500 1	$12,480 1	$20,500 1		$13,500 2	$12,000 1		$12,000 1	$19,000 3		$29,000 3
History		$17,850 2		$25,000 1	$18,071 8	$20,327 10	$15,500 1		$25,997 3		$11,136 1	$14,000 1				$26,400 1	$24,750 4	$25,000 1
Political Science/ Government	$21,750 2	$22,460 5	$25,000 2	$18,483 6	$19,887 3	$20,379 20 $23,000 $15,118	$18,546 10		$13,200 2	$23,000 2		$17,250 2	$11,500 1	$25,200 1		$25,000 2	$25,000 1	$28,000 1
Psychology	$21,248 2	$16,200 3	$15,600 1	$17,800 5	$16,696 18	$18,358 11	$17,328 12	$19,669 15	$17,698 11	$15,375 4		$14,533 26 $18,000 $10,400	$14,688 4		$17,000 2	$28,590 2	$12,000 1	$21,627 3
Sociology				$21,250 2	$11,752 1	$19,500 1	$17,007 7	$22,614 7	$16,233 6	$14,000 1		$17,978 13	$17,000 2			$17,500 1	$24,000 1	$25,000 1
Social Sciences-Other	$20,000 1	$14,000 1		$17,000 2	$17,327 10	$19,622 11	$17,893 6	$20,000 1	$15,333 3	$16,000 1		$14,686 6	$16,500 1		$17,000 1	$24,450 2	$31,750 2	$22,000 3
Aerospace & Aeronautical Engineering		$29,080 3	$30,000 1			$25,577 27 $28,500 $21,600								$29,683 364 $31,600 $27,600		$29,817 8	$27,000 1	$30,840 1
Agricultural Engineering				$27,500 1	$28,565 1	$22,148 5	$19,000 1							$29,900 1	$26,000 4	$30,044 9	$24,687 3	
Architectural Engineering			$26,300 1														$25,873 12	
Bioengineering & Biomedical Engineering	$25,000 1					$22,382 2								$30,160 1				$28,640 3
Chemical Engineering	$31,600 16	$23,952 3	$32,340 5	$29,233 3		$25,034 14	$23,956 4	$34,800 1	$32,010 2					$30,272 6	$31,297 5	$31,833 28 $33,600 $30,200	$32,348 25 $34,500 $30,600	$33,161 947 $34,884 $32,000
Civil Engineering	$28,474 5	$24,176 92 $27,000 $22,000	$29,782 35 $33,000 $25,500	$28,848 19		$24,155 54 $26,000 $19,668	$25,862 295 $32,572 $22,884		$23,776 1				$27,532 1	$28,724 9	$28,000 1	$28,407 11	$27,322 183 $31,200 $24,000	$31,220 16
Computer Engineering	$33,067 6	$25,500 2	$31,156 9		$25,200 1	$26,389 17	$27,552 5	$29,500 2	$24,000 1				$25,331 3	$30,287 55 $31,380 $27,900		$31,167 12	$26,050 2	$31,396 22 $33,000 $30,000

Curriculum Continued	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Research Organizations	Transportation	Utilities	Other Service Employers	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Electrical Engineering	$30,978 33 $33,800 $28,000	$31,000 2	$31,084 193 $33,500 $29,000	$29,570 16		$24,703 236 $28,848 $20,004	$29,238 24 $31,500 $26,000	$30,000 1	$30,156 1				$31,693 3	$30,524 470 $33,000 $28,392	$26,371 7	$30,823 225 $33,000 $28,200	$30,001 29 $32,580 $28,000	$32,440 137 $34,200 $31,000
Industrial Engineering	$31,420 5	$30,457 15	$29,900 18	$31,200 1		$26,239 37 $30,775 $24,000	$24,197 2 –	$24,820 2	$29,000 1					$30,161 67 $31,500 $28,080	$29,000 1	$30,270 94 $32,400 $28,200	$29,251 19	$30,546 44 $32,100 $28,800
Mechanical Engineering	$30,802 14	$29,468 10	$30,208 86 $32,686 $28,200	$29,635 11	$30,000 1	$24,711 104 $30,000 $20,004	$26,044 21 $30,000 $20,500		$33,667 3					$29,766 432 $31,800 $27,500	$29,707 11	$30,896 614 $33,000 $28,800	$29,758 78 $32,580 $27,500	$32,188 298 $34,200 $30,000
Metallurgical Engineering	$28,246 4	$22,800 1	$28,700 3			$29,460 3	–	$30,600 1						$31,435 20 $33,500 $29,500	$33,000 1	$31,072 44 $32,364 $30,000	$31,200 2	$31,945 16
Mining Engineering				$25,344 1		$25,200 1	$18,768 1								$30,500 2			
Nuclear Engineering			$32,222 13			$26,329 5								$30,250 2		$39,000 2		$32,392 5
Petroleum Engineering				$30,000 1		$28,500 4	$25,752 1										$24,000 1	
Textile Engineering																		$29,600 5
Engineering Technology	$27,468 3	$25,816 4	$25,721 12	$25,144 5	$17,855 1	$25,000 1	$23,440 3							$28,173 74 $31,440 $25,000	$29,000 1	$29,491 71 $33,000 $25,000	$25,323 17	$29,891 14
Industrial Technology		$26,950 2		$26,418 6		$22,604 2								$27,975 25 $28,800 $27,492		$28,660 5	$24,832 3	$29,275 4
Agribusiness						$19,800 2									$22,374 24 $26,200 $17,000	$29,700 1		
Animal Sciences						$15,100 2									$19,779 10			$20,000 1
Plant Sciences						$17,140 2									$20,500 6			
Natural Resources			$30,000 3		$20,400 1	$13,514 2	$17,748 4			$20,000 1								$22,800 1
Other Agricultural Sciences				$18,000 1		$17,523 3	$17,750 2	$12,272 1			$20,000 1				$22,128 34 $26,000 $16,000	$29,736 1		$30,000 1
Computer Science	$29,625 22 $33,000 $27,000	$25,536 12	$26,793 29 $30,000 $23,490	$25,685 12	$22,900 9	$22,358 20 $30,470 $16,798	$20,439 11	$25,100 5	$14,250 2					$28,817 128 $31,800 $26,400	$28,100 4	$28,681 15	$24,991 5	$29,463 37 $31,200 $27,600
Computer Programming		$26,000 1	$26,800 2		$21,746 3	$17,878 1		$28,250 2	$22,500 1	$19,900 2				$29,167 3		$30,500 1		$31,200 3
Information Sciences & Systems	$21,000 1	$22,463 8	$27,140 5	$23,125 4	$21,000 1	$23,103 5	$21,288 4	$25,000 3	$23,500 3					$26,573 17	$29,500 1	$27,650 4	$28,333 3	$29,947 22 $31,800 $28,000
Systems Analysis			$25,748 2	$18,000 1										$30,150 2				$34,020 1
Allied Health				$21,500 2	$17,913 3		$15,600 1	$24,748 50 $30,000 $19,590	$25,723 22 $31,000 $20,000			$24,000 1						

Curriculum - Continued	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Research Organizations	Transportation	Utilities	Other Service Employers	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Health Sciences				$11,000 1	$19,215 1	$19,000 3		$26,399 7	$18,850 16			$12,000 1	$12,940 2					$30,272 2
Nursing					$23,310 1	$21,400 5	$37,000 1	$24,941 191 $30,000 $20,000	$23,783 21 $30,000 $18,000			$24,000 1				$35,000 1		$23,500 1
Pharmacy	$32,076 1			$14,240 3				$31,525 36 $36,504 $26,232	$29,375 2									$30,434 12
Actuarial										$27,800 1			$29,000 1					
Architectural & Environmental Design		$26,800 1					$27,560 1							$21,200 2	$20,000 1		$25,525 8	
Biological	$17,646 7			$26,000 1	$15,710 7	$20,032 6	$20,869 3	$21,450 10	$20,553 5		$10,400 1		$26,500 1		$16,000 1			$23,322 10
Chemistry	$23,241 7	$25,000 1			$17,669 8	$19,369 3	$19,567 3	$21,000 2	$12,000 1				$22,250 2	$27,600 1			$29,568 1	$27,956 67 $33,000 $22,800
Geological		$15,000 1	$20,798 3		$11,400 1	$19,493 2	$27,000 1										$24,000 1	
Mathematics (incl. Statistics)	$27,332 3	$24,633 3	$28,822 4	$22,000 1	$18,598 24 $19,800 $17,190	$23,216 18		$21,600 1					$26,000 1	$29,945 16		$29,846 5		$30,061 7
Physics	$29,267 3				$20,500 1	$23,073 5		$17,667 3						$29,125 6			$32,000 1	$31,536 1
Other Physical & Earth Sciences					$18,481 4													$26,063 3

BACHELOR'S SUMMARY

Nontechnical Curricula	$22,022 33 $27,500 $17,500	$22,356 157 $26,400 $17,000	$24,512 103 $29,000 $19,000	$20,601 182 $27,000 $15,000	$18,980 592 $23,900 $13,500	$20,276 317 $24,000 $16,056	$20,289 233 $25,000 $15,000	$21,157 56 $29,000 $15,000	$20,812 90 $28,000 $14,000	$17,620 81 $24,000 $13,197	$13,960 9	$16,416 87 $21,378 $12,000	$16,684 28 $19,500 $12,000	$23,777 126 $27,300 $20,000	$23,389 79 $27,200 $17,000	$25,796 192 $31,000 $21,000	$24,223 104 $30,000 $18,000	$25,842 370 $29,220 $22,000
Technical Curricula	$29,299 131 $33,800 $24,000	$25,346 161 $30,660 $21,900	$30,130 424 $33,000 $26,400	$26,829 90 $31,980 $19,980	$19,325 68 $27,000 $14,000	$24,409 601 $30,000 $19,656	$25,615 388 $32,200 $21,372	$25,551 318 $32,000 $20,000	$23,722 84 $31,500 $17,500	$21,900 4	$15,200 2	$20,000 3	$25,035 14	$29,795 1701 $32,100 $27,500	$24,034 114 $31,000 $16,300	$30,699 1151 $33,000 $28,000	$28,199 394 $32,400 $24,000	$32,286 1681 $34,500 $29,600

MBA - INEXPERIENCED - BY TYPE OF EMPLOYER

MBA - Nontechnical Undergraduate Degree	$30,000 1	$32,192 12	$34,030 4	$25,250 4	$20,000 2	$21,920 5	$26,833 6	$26,750 4	$30,768 7	$25,000 1				$35,667 3	$29,800 4	$38,066 29 $43,200 $30,000	$32,725 4	$37,537 26 $43,500 $30,000
MBA - Technical Undergraduate Degree	$50,000 1	$32,000 2	$37,000 2	$39,500 2										$32,050 2		$40,066 14	$34,950 2	$40,679 22 $48,000 $33,000

EMPLOYERS CONTINUED ON NEXT PAGE . . .

EMPLOYER CATEGORIES Continued

Bachelor's Degree Curricula	MANUFACTURING EMPLOYERS															
	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments inc Medical	Stone Clay Glass & Concrete Products	Textiles & Apparel	Widely Diversified
Accounting	$25,840 34 $29,500 $23,068	$24,863 55 $28,520 $22,600	$24,800 29 $27,500 $21,000	$24,379 4	$22,556 15	$22,392 3	$25,680 5	$24,600 20 $26,000 $21,000	$25,314 148 $27,500 $23,400	$24,000 4	$26,700 2	$25,531 9	$22,996 2	$21,914 7	$26,156 11
Business Administration inc/ Management Science	$24,897 38 $31,500 $20,000	$24,596 40 $28,800 $18,000	$23,903 37 $28,596 $18,500	$23,321 12	$24,268 19		$23,630 10	$23,200 10	$24,808 30 $27,600 $22,200	$21,771 7	$21,292 4	$23,313 8	$23,060 5	$22,139 29 $26,000 $18,000	$21,414 9
Distribution Management	$24,867 6	$25,470 2	$27,423 3		$24,650 2			$27,000 1						$28,000 1	$28,500 7
Economics & Finance (inc/ Banking)	$26,018 57 $30,000 $23,000	$26,137 79 $28,000 $23,000	$26,029 32 $29,000 $22,000	$25,128 7	$25,053 16		$23,867 3	$25,733 12	$25,453 79 $27,000 $24,000	$24,200 5	$23,173 3	$25,777 9	$25,443	$23,725 6	$26,186 7
Hotel / Restaurant Management															
Human Resources (inc/ Labor Relations)	$23,333 3	$23,000 3	$35,033 3	$26,000 2	$30,800 1			$28,000 6	$23,880 5	$22,000 1	$21,000 1			$22,708 5	$27,000 1
Management Information Systems	$29,299 36 $32,400 $24,960	$28,090 14	$29,169 11	$30,375 4	$22,567 3		$25,000 3	$26,419 11	$27,809 43 $30,000 $27,000	$29,820 2	$27,300 1	$28,500 1		$18,000 2	$31,333 3
Marketing / Marketing + Management (inc/ Research)	$23,356 39 $31,600 $16,000	$23,558 55 $27,000 $20,000	$24,081 108 $27,000 $19,800	$23,682 44 $25,500 $22,100	$24,060 15		$22,733 6	$22,585 22 $27,500 $16,640	$25,077 30 $26,900 $23,400	$21,726 27 $24,200 $19,000	$22,326 7	$24,909 11	$24,667 3	$24,870 21 $25,200 $22,500	$23,727 10
Real Estate															
Advertising	$25,500 2	$21,733 6	$19,000 1	$19,000 1					$24,000 3						$19,500 1
Communications	$27,975 4	$23,343 7	$22,698 20 $27,996 $17,000	$23,760 10	$21,667 3		$24,000 1	$23,333 3	$21,497 2	$20,000 1	$18,000 1	$20,400 1	$17,750 2	$21,500 4	$19,000 1
Journalism	$32,047 3		$25,000 1	$23,500 1					$16,000 2	$19,600 2				$21,340 2	
Telecommunications Broadcasting		$15,000 1	$17,000 1					$25,500 1	$28,500 1	$20,667 3					
Elementary Education													$23,000 1		
Pre-Elementary Education															
Physical Education		$36,000 1													
Special Education															

Curriculum Continued	MANUFACTURING EMPLOYERS														
	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone Clay Glass & Concrete Products	Textiles & Apparel	Widely Diversified
Human Ecology		$24,180 1												$16,333 3	
Textiles & Clothing		$20,000 1	$28,000 1											$20,087 14	
Merchandising Management			$20,100 2											$19,000 1	
Foreign Languages	$17,150 2	$20,000 1	$30,600 1	$18,000 1						$18,000 1					
Letters	$25,500 2	$32,260 2	$24,039 5						$25,002 2					$24,020 2	$25,000 1
Visual & Performing Arts			$29,000 1	$15,600 1	$19,000 1					$16,200 2					
Humanities Other			$21,700 5	$21,403 3			$22,000 1	$23,700 2		$21,600 1			$32,760 1	$17,000 1	
Criminal Justice					$24,000 1										
History		$20,967 3						$24,000 1	$28,750 1						
Political Science Government			$23,300 5	$20,400 2	$24,000 1			$26,733 3	$23,833 3	$21,100 2		$25,000 1		$24,000 1	
Psychology		$24,750 2	$23,417 6		$23,367 3		$26,000 1		$20,000 1	$25,000 1	$18,000 1	$15,000 1	$14,000 1	$23,632 2	
Sociology	$32,000 1		$20,000 1	$30,000 1					$24,000 1						
Social Sciences Other		$33,500 1											$30,000 1	$21,500 1	
Aerospace & Aeronautical Engineering	$29,500 2	$31,213 8									$31,500 1	$30,000 1	$31,000 1	$23,000 1	$32,300 1
Agricultural Engineering			$23,760 2												
Architectural Engineering					$28,800 1				$31,000 1						
Bioengineering & Biomedical Engineering		$28,279 7					$29,000 1		$33,800 1			$29,300 5			
Chemical Engineering	$32,308 11	$32,136 43 $34,000 $30,360	$31,844 39 $33,500 $30,300	$32,738 13	$30,402 13	$30,000 2	$33,142 12	$33,078 47 $34,800 $32,000	$33,612 370 $35,004 $32,100	$32,375 2	$33,361 62 $33,900 $32,700	$38,000 1	$30,735 6	$33,527 6	$33,315 22 $34,800 $31,800
Civil Engineering	$27,736 5	$25,363 11	$30,000 1	$31,200 2	$27,495 19	$29,975 4		$24,867 3	$31,701 51 $33,600 $30,000		$27,900 4	$24,000 1	$26,644 9	$33,500 1	$29,287 6
Computer Engineering	$31,237 131 $33,600 $28,277	$30,927 77 $33,000 $29,900		$28,204 2	$29,900 6			$30,358 7	$30,079 14			$30,668 3		$27,500 1	$29,750 2

Curriculum Continued

	MANUFACTURING EMPLOYERS															
	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone Clay Glass & Concrete Products	Textiles & Apparel	Widely Diversified
Electrical Engineering	$31,725 $33,500 $29,712 333	$31,177 $33,000 $28,800 873	$31,080 $33,000 $29,040 26	$32,016 11	$31,218 $33,240 $29,700 76	$30,575 4	$32,801 6	$31,866 $34,300 $28,600 43	$32,637 $34,400 $30,300 76	$31,380 5	$31,822 18	$30,619 $33,600 $27,000 29	$30,933 9	$31,067 9	$31,743 $33,600 $29,400 54
Industrial Engineering	$29,519 $32,000 $27,000 31	$30,152 $32,500 $28,000 89	$30,983 $32,004 $29,004 38	$30,725 8	$29,874 $32,000 $28,200 38		$32,100 3	$30,540 10	$30,058 10	$28,267 3	$30,600 3	$29,802 12	$30,200 7	$27,187 12	$30,064 14
Mechanical Engineering	$31,103 $33,600 $27,600 69	$30,719 $32,600 $28,500 365	$30,894 $33,400 $27,300 72	$31,199 $33,000 $26,000 20	$30,189 $31,680 $28,440 165	$30,500 2	$30,773 11	$31,989 $33,996 $30,000 57	$32,240 $34,800 $29,000 253	$31,120 5	$31,546 $32,400 $30,000 55	$29,314 19	$30,121 15	$31,665 $34,300 $30,000 20	$30,600 $32,400 $28,440 47
Metallurgical Engineering	$32,612 12	$31,439 11			$30,385 $32,400 $27,900 98	$29,460 10	$31,500 1		$31,880 9				$29,645 11		$26,250 2
Mining Engineering					$30,050 4	$29,458 11			$29,400 2						
Nuclear Engineering	$29,567 3	$31,155 $32,400 $30,000 21													$31,900 1
Petroleum Engineering									$33,356 $36,600 $26,100 109						
Textile Engineering								$27,000 1						$26,362 $31,500 $24,000 39	
Engineering Technology	$28,874 $32,004 $26,600 29	$28,844 $33,000 $22,644 50	$30,278 5	$32,100 1	$28,192 $30,600 $25,200 23		$29,760 1	$33,050 8	$26,523 9		$25,552 6	$23,960 5	$30,920 5	$27,300 4	$30,471 7
Industrial Technology	$26,500 2	$26,425 16	$28,824 3					$27,500 2		$15,000 1	$21,000 1	$22,747 4		$24,733 3	
Agribusiness	$17,080 1		$24,640 5	$31,200 1					$26,000 1						$26,000 1
Animal Sciences			$20,307 9												
Plant Sciences															
Natural Resources								$29,868 1							
Other Agricultural Sciences	$14,560 1		$23,101 19					$15,000 1	$22,200 1						
Computer Science	$30,780 $33,120 $26,250 256	$29,607 $32,500 $26,000 129	$24,667 3		$28,027 12	$30,160 1	$30,000 1	$26,796 4	$29,423 $32,000 $27,000 75	$31,705 4	$27,398 7	$28,100 8	$29,500 1	$31,000 2	$29,825 4
Computer Programming	$31,639 15	$30,497 4							$29,919 5	$18,460 1				$31,000 1	$27,000 1
Information Sciences & Systems	$28,397 $32,700 $23,000 30	$27,501 18	$29,720 5	$27,200 1	$27,225 8				$28,667 $30,400 $27,000 23	$28,000 1			$26,900 2	$28,433 3	$27,539 3
Systems Analysis	$33,520 3	$30,747 3							$27,625 4				$30,000 1		
Allied Health															

Curriculum - Continued	MANUFACTURING EMPLOYERS														
	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone, Clay, Glass & Concrete Products	Textiles & Apparel	Widely Diversified
Health Sciences															
Nursing															
Pharmacy															
Actuarial															
Architectural & Environmental Design															
Biological	$22,000 1		$18,720 1	$12,000 1					$31,000 2			$26,200 2		$26,500 1	
Chemistry		$29,849 6	$28,829 7		$32,500 1				$30,622 9		$28,920 3				$26,000 1
Geological			$25,000 1			$27,000 1			$28,812 1						
Mathematics (incl Statistics)	$29,414 23 $31,672 $27,000	$28,324 12	$27,500 2	$24,100 3		$30,000 1			$29,250 2			$27,000 1			$30,096 1
Physics	$30,000 6	$31,549 6	$32,000 1						$27,240 1			$31,500 1			$26,000 2
Other Physical & Earth Sciences		$27,040 1			$32,280 1		$24,425 1								

BACHELOR'S SUMMARY

Nontechnical Curricula	$25,854 227 $32,000 $20,000	$24,979 274 $28,200 $20,000	$24,520 273 $28,680 $19,760	$23,833 93 $28,000 $20,000	$23,882 80 $28,000 $18,000	$22,392 3	$23,990 30 $26,400 $21,000	$24,591 92 $27,800 $20,000	$25,466 351 $28,500 $23,400	$22,001 59 $27,000 $18,000	$22,433 20 $27,300 $16,800	$24,663 41 $28,000 $20,000	$23,854 23 $27,900 $18,000	$22,287 102 $26,000 $17,680	$25,196 51 $28,500 $20,000
Technical Curricula	$30,973 964 $33,500 $27,600	$30,701 1750 $33,000 $28,000	$29,577 240 $33,100 $23,000	$30,812 63 $33,000 $27,000	$30,072 466 $32,300 $27,000	$29,694 36 $32,000 $28,000	$31,730 37 $34,000 $29,000	$31,735 184 $34,000 $29,000	$32,384 1029 $35,100 $28,000	$29,580 22 $32,460 $28,000	$31,680 160 $33,600 $28,000	$29,137 82 $32,500 $23,400	$29,714 67 $32,400 $26,500	$28,550 103 $33,500 $24,000	$30,973 169 $33,400 $29,200

MBA - INEXPERIENCED - BY EMPLOYER TYPE

MBA - Nontechnical Undergraduate Degree	$36,205 30 $40,800 $28,900	$36,187 23 $43,000 $30,000	$34,877 13	$42,129 7	$25,800 2		$35,787 6	$34,208 12	$35,018 22 $41,000 $26,800		$27,250 2	$35,448 5	$34,134 7	$31,625 4	$37,500 2
MBA - Technical Undergraduate Degree	$39,386 14	$36,267 9		$43,800 3	$30,600 2				$38,677 15	$34,000 1	$32,500 1	$45,000 1			

Beginning salary offers to all candidates by curriculum and functional area

This diagram indicates arrrangement of data in blocks

Average	$24,876	639
90th Percentile	$28,000	
10th Percentile	$21,600	

Number of Offers

FUNCTIONAL AREA

Bachelor's Degree Curriculum	FINANCE											MARKETING					COMMUNICATIONS	
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking Corporate Finance	Investment Banking Mergers & Acquisitions	Investment Banking Real Estate	Investment Banking Sales & Trading	Financial Treasury Analysis	Portfolio Management / Brokerage	Underwriting	Advertising	Brand Product Management	Buyer Merchandising	Market Research	Sales	Design (Graphic Arts)	Media Planning
Accounting	$25,744 4322 $29,000 $22,500	$23,408 876 $27,500 $18,660	$22,530 13	$18,800 4	$25,000 2	$27,252 2			$24,730 51 $28,000 $21,000	$26,300 5	$18,500 1		$23,500 2		$20,000 1	$25,933 15		
Business Administration (incl. Management Science)	$23,635 23 $26,400 $19,500	$21,576 37 $27,000 $15,000	$21,257 45 $23,000 $17,000	$22,500 18	$26,270 10	$24,433 3	$18,000 2		$25,483 44 $31,000 $19,020	$21,632 20 $28,700 $14,000	$22,166 37 $24,500 $20,000	$20,000 2	$21,978 46 $27,500 $16,000	$22,297 77 $27,300 $17,500	$24,606 21 $30,000 $20,000	$21,580 250 $27,300 $15,600		$19,000 1
Distribution Management		$19,776 1											$24,834 23 $27,240 $21,000	$26,587 10	$29,500 1			
Economics & Finance (incl. Banking)	$26,751 115 $30,500 $24,000	$24,712 172 $28,000 $21,600	$21,888 128 $26,000 $18,000	$23,563 168 $28,000 $18,000	$27,192 50 $34,000 $21,500	$30,184 19	$28,529 7	$23,100 25 $30,000 $17,500	$25,837 463 $30,000 $21,000	$24,760 43 $30,000 $19,000	$22,280 53 $25,860 $17,000	$21,000 1	$24,152 21 $27,492 $20,000	$22,553 41 $26,000 $19,000	$25,750 8	$22,493 174 $29,200 $15,600	$24,500 1	$15,000 1
Hotel / Restaurant Management	$22,000 1									$20,000 1			$19,500 3			$18,469 4		
Human Resources (incl. Labor Relations)			$23,000 1								$22,000 2		$32,367 3	$21,257 7	$18,000 1	$21,825 19		
Management Information Systems	$27,800 5	$23,931 2			$22,000 1				$25,667 3		$22,000 2		$29,117 3			$21,125 4	$22,450 2	
Marketing / Marketing Management (incl. Research)	$23,704 6	$22,600 5	$20,017 28 $22,500 $15,000	$20,815 23 $26,000 $15,000	$21,000 3	$30,000 1	$24,000 1	$20,701 3	$23,132 19	$24,211 9	$21,713 20 $25,000 $17,000	$21,318 20 $28,000 $16,000	$23,141 93 $31,000 $18,000	$22,156 178 $26,000 $19,500	$23,509 59 $27,800 $18,000	$22,937 732 $27,600 $18,000		$30,000 1
Real Estate							$35,000 1		$25,067 3		$25,000 1					$20,000 6		
Advertising		$21,000 1			$21,600 1							$19,491 11	$21,000 1	$17,150 2		$20,088 34 $24,000 $15,000	$18,129 3	$17,500 2
Communications		$18,617 6	$21,200 1		$31,000 1			$22,000 1	$20,750 3	$23,833 3	$21,500 3	$17,420 5	$23,767 6	$21,833 3	$20,710 8	$22,136 110 $27,000 $16,800		$18,900 3
Journalism		$12,000 1						$20,000 1			$17,928 1	$17,567 9	$20,000 2	$23,167 3		$20,869 20 $25,000 $17,000		
Telecommunications Broadcasting														$21,200 9		$19,720 15	$15,000 1	$12,275 1
Elementary Education									$18,004 3							$24,000 2		
Pre-Elementary Education																		
Physical Education													$21,300 2			$31,000 2		
Special Education																		

FUNCTIONAL AREA

Curriculum - Continued	FINANCE											MARKETING					COMMUNICATIONS	
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Underwriting	Advertising	Brand / Product Management	Buyer / Merchandising	Market Research	Sales	Design / Graphic Arts	Media Planning
Human Ecology				$18,300 1										$26,000 1		$15,500 2		
Textiles & Clothing													$19,430 4	$19,693 69 $22,000 $17,000		$24,733 3	$18,000 1	
Merchandising Management												$19,000 1	$17,000 1	$20,250 6		$20,000 2		
Foreign Languages	$22,800 1		$20,000 1						$19,600 1		$24,000 1	$20,000 2	$18,000 1	$20,500 2	$16,500 1	$17,757 7		
Letters		$20,700 1	$18,767 3					$15,600 1	$29,167 6	$20,000 1	$20,867 3	$18,167 3	$23,143 5	$20,019 5	$21,970 4	$20,964 21 $23,700 $18,000		
Visual & Performing Arts		$12,000 1		$16,800 1					$17,000 1		$21,500 1	$11,612 2	$27,996 1	$29,000 1		$21,000 8	$16,802 13	$22,000 1
Humanities Other		$24,933 3	$20,067 3		$23,000 1				$31,250 2		$15,000 2	$26,000 1	$24,500 2	$21,214 15		$21,952 18	$18,000 1	$17,144 4
Criminal Justice			$20,100 2	$19,000 1							$21,000 2		$33,500 2		$17,600 1	$23,500 5		
History			$23,000 3	$35,000 1		$27,000 1			$32,500 1		$24,000 1		$18,400 1	$23,617 6		$22,232 10	$21,600 1	
Political Science - Government	$25,250 2		$19,250 4		$30,000 1				$29,531 13	$20,000 1	$21,340 4		$17,048 5	$21,300 5	$21,000 1	$21,422 36 $26,000 $16,000	$25,000 1	
Psychology		$24,600 1	$25,860 7		$31,000 1				$28,600 5	$23,500 2	$21,250 4		$19,000 4	$20,159 16	$19,000 2	$18,012 30 $25,000 $12,000		
Sociology			$18,500 2	$16,700 3						$21,000 2	$20,600 2		$10,000 1	$21,500 2	$25,000 1	$22,450 10		
Social Sciences Other		$19,800 1	$18,500 5		$30,000 1				$19,493 1					$22,333 3		$24,636 14		
Aerospace & Aeronautical Engineering			$18,200 1										$28,800 1					
Agricultural Engineering																	$15,360 1	
Architectural Engineering																		
Bioengineering & Biomedical Engineering																$26,795 4		
Chemical Engineering						$34,200 1							$32,368 3		$32,520 1	$31,203 21 $34,000 $26,500		
Civil Engineering															$27,000 1	$28,567 9	$24,558 8	
Computer Engineering	$24,000 1													$22,000 1	$30,600 1	$30,657 8	$28,000 1	

Curriculum - Continued	FINANCE											MARKETING					COMMUNICATIONS	
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Underwriting	Advertising	Brand Product Management	Buyer / Merchandising	Market Research	Sales	Design (Graphic Arts	Media Planning
Electrical Engineering	$32,033 3				$30,000 1				$35,000 1				$32,150 4	$28,933 3	$31,932 5	$29,569 51 $31,800 $26,800		
Industrial Engineering	$25,500 2	$27,800 1							$30,000 1				$30,103 5	$30,600 1	$29,101 2	$29,366 27 $32,200 $25,200		
Mechanical Engineering				$31,400 1		$27,996 1					$31,500 1		$29,750 2	$28,867 3	$32,876 4	$30,193 61 $32,160 $28,000	$31,867 3	
Metallurgical Engineering													$31,200 1			$31,416 4		
Mining Engineering																		
Nuclear Engineering																		
Petroleum Engineering		$38,100 1																
Textile Engineering											$22,000 1		$24,000 1			$25,600 5		
Engineering Technology													$26,407 3	$35,000 1		$24,393 14	$25,000 1	
Industrial Technology														$29,400 1		$15,500 2		
Agribusiness			$18,000 1	$18,500 1	$32,000 1		$19,800 2				$18,480 1		$21,000 1	$19,000 1	$16,300 1	$22,454 14		
Animal Sciences													$21,625 4	$17,430 2		$21,125 4		
Plant Sciences																$19,667 3		
Natural Resources																$22,800 1		
Other Agricultural Sciences													$24,500 1	$23,250 4	$30,000 1	$23,000 1		
Computer Science	$28,500 2	$16,000 1						$35,000 1	$23,500 4				$31,350 2	$50,000 1	$33,100 2	$29,325 4		$33,800 1
Computer Programming									$28,500 1									
Information Sciences & Systems	$26,840 5	$23,000 1			$32,400 1						$25,000 1					$21,300 2		$29,250 2
Systems Analysis																		
Allied Health																$17,500 1		

CONTINUED ...

	FUNCTIONAL AREA																	
	FINANCE											MARKETING					COMMUNICATIONS	
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking Mergers & Acquisitions	Investment Banking Real Estate	Investment Banking Sales & Trading	Financial Treasury Analysis	Portfolio Management/ Brokerage	Underwriting	Advertising	Brand/ Product Management	Buyer/ Merchandising	Market Research	Sales	Design/Graphic Arts	Media Planning
Health Sciences									$39,000 1				$31,644 1			$28,900 1		
Nursing																$23,500 1		
Pharmacy																$30,000 1		
Actuarial																		
Architectural & Environmental Design																$11,000 1		
Biological		$27,600 1								$25,000 1	$20,000 1				$15,420 1	$23,710 12		
Chemistry			$19,400 1		$30,000 1				$32,500 1					$18,000 1	$26,460 2	$26,577 19		
Geological																$25,000 1		
Mathematics (incl. Statistics)	$24,167 3	$16,900 2	$21,840 1		$30,000 2				$27,700 8		$20,900 2			$18,000 1	$30,887 3	$29,563 2		
Physics	$30,000 1	$23,500 1							$30,500 2							$31,200 1		
Other Physical & Earth Sciences										$25,000 1						$21,213 2		

BACHELOR'S SUMMARY

Nontechnical Curricula	$25,757 $29,000 $22,500	4475	$23,494 $27,500 $18,500	1108	$21,500 $26,000 $17,000	246	$22,985 $27,144 $18,000	220	$26,721 $32,500 $20,400	72	$29,166 $33,000 $24,504	26	$26,791	11	$22,491 $29,500 $17,500	31	$25,696 $30,000 $20,004	619	$23,761 $30,000 $18,000	87	$21,892 $25,000 $17,500	140	$19,468 $26,000 $14,000	57	$23,016 $28,500 $17,500	232
Technical Curricula	$27,929	17	$23,725	8	$19,360	4	$24,950	2	$30,733	6	$31,098	2	$19,800	2	$35,000	1	$28,505	19	$25,000	2	$22,683	7			$28,458 $33,000 $22,500	29

Nontechnical Curricula	$21,769 $26,000 $18,000	461	$23,384 $30,000 $17,000	109	$22,289 $28,000 $16,200	1553	$18,325 $24,500 $13,000	24	$18,460	34
Technical Curricula	$26,163 $33,600 $18,000	20	$29,708 $33,600 $27,000	24	$27,998 $32,000 $23,000	277	$25,745	14	$30,767	3

More Job Functions On Next Page ...

FUNCTIONAL AREA CATEGORIES -Continued . . .

Bachelor's Degree Curricula	COMMUNICATIONS				PUBLIC ADMINISTRATION							SOCIAL SERVICES				ENGINEERING		
	On Air Reporting	Production	Public Relations	Writing Editing	Executive Legislative & General	Finance Taxation Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban Regional Planning	Administration	Counseling	Fundraising Development	Social Work	Bioengineering	Design Construct	Environmental Sanitation
Accounting		$25,500 1			$21,283 3	$21,120 31 $26,000 $18,000	$20,000 1	$18,175 4	$22,000 1	$33,085 2		$21,560 4	$23,000 1					
Business Administration incl. Management Science		$22,729 7	$20,071 7	$14,400 1	$19,415 8	$21,119 5	$15,000 1		$20,765 18			$22,804 36 $30,000 $14,040	$24,750 2		$16,395 3		$26,060 5	
Distribution Management									$19,800 1									
Economics & Finance (incl. Banking)			$21,750 2	$29,420 5	$20,504 2	$23,404 14	$21,403 8		$19,440 11	$24,500 1	$21,000 1	$20,967 8	$16,000 1				$31,500 2	$25,000 1
Hotel Restaurant Management												$23,000 3						
Human Resources (incl. Labor Relations)		$21,938 1	$18,750 2		$22,275 2				$24,000 1									
Management Information Systems								$33,000 1	$21,733 3			$18,000 1						
Marketing, Marketing Management (incl. Research)		$24,667 3	$22,667 3	$13,273 1	$15,750 2	$23,650 2	$21,000 1		$18,531 3			$24,165 11			$19,493 1		$25,000 1	
Real Estate									$18,726 1		$21,000 1						$32,000 2	
Advertising			$18,030 4									$17,000 1						
Communications	$14,000 3	$14,178 4	$18,440 25 $24,000 $13,500	$21,013 16	$16,500 2	$25,000 1		$34,000 1	$21,000 2	$10,000 1	$27,000 1	$18,600 3	$14,000 4	$23,500 1	$15,000 1			
Journalism	$20,000 1	$21,500 2	$20,400 9	$18,798 41 $26,400 $14,000				$25,000 2				$14,400 1		$18,000 1				
Telecommunications Broadcasting	$17,375 4	$16,150 8	$15,781 3	$22,328 5														
Elementary Education								$18,197 1				$17,500 2	$12,000 1		$15,000 1			
Pre-Elementary Education																		
Physical Education					$17,000 1						$14,560 1	$20,350 4						
Special Education													$17,000 1					

CONTINUED ...

	COMMUNICATIONS				PUBLIC ADMINISTRATION							SOCIAL SERVICES				ENGINEERING		
	On Air Reporting	Production	Public Relations	Writing/Editing	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Administration	Counseling	Fundraising, Development	Social Work	Bioengineering	Design/Construct	Environmental/Sanitation
Human Ecology												$20,200 1	$15,557 2		$13,316 2			
Textiles & Clothing																		
Merchandising Management			$22,200 1															
Foreign Languages			$16,500 1		$14,560 1				$19,533 3	$18,700 1		$18,388 2			$16,600 1			
Letters		$27,500 2	$15,347 9	$19,176 36 $24,000 $15,000	$17,100 2			$20,000 2				$17,450 6						
Visual & Performing Arts			$17,568 2	$11,960 2	$15,500 2				$22,000 3			$33,600 1		$16,500 1				
Humanities Other			$39,500 2	$20,000 1	$22,320 4			$24,000 1				$34,000 2			$29,873 4			
Criminal Justice			$30,500 1				$21,324 2	$21,136 31 $27,000 $16,851				$16,100 4	$20,500 1		$14,245 4			
History				$19,750 2			$14,700 1		$21,329 7			$17,150 2	$14,000 1					
Political Science Government		$25,225 2	$[illegible],000 1	$22,000 1	$17,721 6			$19,082 4	$21,178 9	$21,932 4		$20,575 3		$11,500 1				
Psychology		$24,200 1	$18,200 1			$15,600 1	$19,000 1	$17,167 3	$18,608 7		$17,000 1	$16,789 12	$16,375 31 $21,000 $12,000	$18,000 1	$15,316 17			
Sociology			$24,000 1		$19,500 1			$19,438 4				$20,197 4	$19,212 8		$16,551 17			
Social Sciences Other			$20,331 3	$19,000 2	$17,840 3				$20,760 5		$18,978 3	$15,250 2	$14,685 4		$15,967 9			
Aerospace & Aeronautical Engineering									$22,925 4	$35,056 2						$27,104 3	$29,237 96 $31,200 $25,920	
Agricultural Engineering							$18,800 1									$26,500 1	$25,467 3	$20,220 2
Architectural Engineering																	$26,521 18	
Bioengineering & Biomedical Engineering																$24,191 4		
Chemical Engineering									$26,360 5							$33,085 21 $33,600 $32,000	$32,098 72 $34,704 $30,004	$31,880 48 $33,600 $29,040
Civil Engineering		$26,700 2	$21,999 2						$21,990 4	$24,410 1	$25,670 11	$25,343 1		$26,400 1		$28,176 2	$26,340 711 $31,200 $22,880	$28,058 125 $32,900 $24,000
Computer Engineering												$30,000 1					$30,682 10	$31,000 1

	COMMUNICATIONS				PUBLIC ADMINISTRATION							SOCIAL SERVICES				ENGINEERING		
	On Air Reporting	Production	Public Relations	Writing Editing	Executive, Legislative, & General	Finance Taxation Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban Regional Planning	Administration	Counseling	Fundraising Development	Social Work	Bioengineering	Design Construct	Environmental Sanitation
Electrical Engineering		$30,533 6			$23,866 1				$23,417 19	$23,218 3						$31,138 8	$30,552 413 $33,000 $27,300	$30,341 8
Industrial Engineering									$24,676 3			$30,000 1	$27,350 2			$31,270 2	$28,155 25 $30,680 $24,000	$26,675 3
Mechanical Engineering		$31,450 4		$20,000 1			$25,000 1		$23,349 5				$30,000 1			$31,210 10	$30,094 542 $33,000 $26,880	$29,608 17
Metallurgical Engineering		$30,600 1								$30,900 2		$24,000 1					$29,517 17	$19,500 1
Mining Engineering																	$25,117 4	$21,921 7
Nuclear Engineering																$29,000 1	$29,614 3	$31,500 2
Petroleum Engineering									$27,000 2								$30,400 7	$25,752 1
Textile Engineering																	$26,440 5	
Engineering Technology		$28,500 1	$26,467 3														$27,640 92 $31,700 $22,000	$32,000 1
Industrial Technology									$20,206 1								$27,269 10	
Agribusiness			$30,000 2															
Animal Sciences																		
Plant Sciences																		
Natural Resources															$19,493 1		$30,000 1	$18,000 1
Other Agricultural Sciences																		
Computer Science		$29,655 1		$37,000 1	$29,120 1	$25,250 2			$19,222 3			$21,275 3					$30,058 9	$30,500 2
Computer Programming																	$30,400 1	
Information Sciences & Systems							$25,800 1		$22,786 2									
Systems Analysis									$18,000 1							$40,560 1		
Allied Health												$20,500 2	$15,600 1					

	COMMUNICATIONS				PUBLIC ADMINISTRATION							SOCIAL SERVICES				ENGINEERING		
	On-Air Reporting	Production	Public Relations	Writing/Editing	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Administration	Counseling	Fundraising/ Development	Social Work	Bioengineering	Design/ Construct	Environmental/ Sanitation
Health Sciences									$21,000 1			$10,880 1	$11,000 1		$22,000 1			
Nursing																		
Pharmacy																		
Actuarial																		
Architectural & Environmental Design																	$25,571 7	
Biological									$21,876 1			$30,000 1				$21,000 1		$31,000 1
Chemistry				$24,500 1	$19,000 1			$19,350 2	$25,000 1			$21,000 1					$33,600 3	$20,000 1
Geological											$17,247 2					$28,812 1	$29,000 3	$22,832 5
Mathematics (incl. Statistics)				$18,500 1		$27,533 3			$26,000 1			$19,789 3				$24,600 1	$27,600 1	
Physics									$21,050 2				$26,000 1				$32,300 3	
Other Physical & Earth Sciences												$16,800 1						

BACHELOR'S SUMMARY

Nontechnical Curricula	$16,438	8	$20,616 $27,000 $13,200	31	$19,652 $30,000 $13,500	77	$19,709 $27,000 $14,000	113	$18,836 $23,000 $15,000	39	$21,776 $27,000 $18,000	54	$20,238	15	$20,976 $30,000 $15,000	54	$20,447 $23,000 $16,067	75	$23,011	9	$19,687	8	$20,954 $30,000 $14,000	113
Technical Curricula			$30,077	15	$26,200	7	$25,000	4	$23,995	3	$26,620	5	$23,200	3	$19,350	2	$23,232 $26,000 $20,000	55	$28,247	8	$24,374	13	$22,013	16

Nontechnical Curricula	$16,827 $23,000 $11,800	57	$17,500	5	$16,347 $19,500 $12,480	60			$28,230	10	$25,000	1						
Technical Curricula	$22,883	6	$26,400	1	$20,747	2	$30,776 $33,600 $25,300	56	$28,702 $32,979 $23,952	2055	$28,638 $33,000 $23,088	226						

FUNCTIONAL AREA CATEGORIES - Continued

Bachelor's Degree Curricula	ENGINEERING									COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS					
	Manufacturing Industrial	Systems Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Other Engineering	Computer Programming	Information Systems	Systems Analysis & Design	Actuarial	Agricultural Natural Resources	Architecture	Consulting	Human Resources/ Industrial Relations	Management Trainee
Accounting	$24,564 5	$28,333 3				$23,000 1				$17,533 3	$28,467 3	$25,110 4		$24,000 1		$26,960 41 $30,000 $25,000	$26,000 3	$22,881 36 $28,500 $17,000
Business Administration incl. Management Science	$25,107 11	$25,050 2		$25,750 2		$29,100 1	$26,800 4	$31,500 1		$25,333 12	$25,015 12	$25,967 19	$26,845 5	$25,263 3		$27,077 65 $32,000 $24,000	$22,553 50 $28,000 $18,000	$21,104 477 $26,750 $17,000
Distribution Management	$28,400 2										$26,250 2							$23,564 42 $26,580 $19,200
Economics & Finance (incl. Banking)	$25,800 1	$25,641 10		$31,500 2		$23,800 3	$18,000 1			$25,240 10	$26,858 31 $30,000 $24,000	$26,728 18	$28,283 6			$27,585 221 $32,000 $25,000	$19,900 5	$22,980 292 $29,000 $18,000
Hotel / Restaurant Management																$30,000 1	$19,894 3	$19,720 108 $22,000 $17,500
Human Resources (incl. Labor Relations)	$24,900 4							$28,000 1		$28,000 1				$20,500 1		$25,950 8	$24,103 43 $32,000 $18,000	$21,567 39 $27,000 $18,000
Management Information Systems	$26,550 2	$25,115 4		$25,992 1		$28,200 1		$31,200 1		$26,823 124 $30,240 $23,500	$26,336 167 $30,000 $23,400	$27,702 97 $31,660 $24,000				$27,940 70 $31,000 $25,000	$23,000 1	$26,463 16
Marketing: Marketing Management (incl. Research)	$32,400 1						$19,500 1			$24,200 4	$28,900 3	$27,000 2	$23,000 1			$25,686 22 $26,400 $24,000	$20,280 12	$21,559 323 $26,200 $18,000
Real Estate																$26,750 2		$19,667 3
Advertising																	$16,560 1	$18,562 13
Communications												$30,000 1				$22,290 5	$20,632 6	$20,050 60 $25,000 $16,500
Journalism											$25,000 1	$19,500 2				$20,000 2	$19,000 1	$20,106 17
Telecommunications Broadcasting							$19,440 1			$28,800 1								$21,217 5
Elementary Education												$20,000 1				$20,000 1		
Pre-Elementary Education																		
Physical Education																		$19,000 1
Special Education																		$16,640 1

Curriculum Continued

	ENGINEERING									COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS					
	Manufacturing/ Industrial	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Other Engineering	Computer Programming	Information Systems	Systems Analysis & Design	Actuarial	Agricultural/ Natural Resources	Architecture	Consulting	Human Resources/ Industrial Relations	Management Trainee
Human Ecology						$24,180 1				$30,000 1				$22,500 2		$14,500 2	$17,500 1	$18,400 7
Textiles & Clothing	$25,667 3															$41,600 1		$18,068 17
Merchandising Management																$30,000 1		$19,032 38 $21,600 $16,500
Foreign Languages										$24,800 1	$19,500 1			$13,500 1		$26,042 6	$33,000 1	$22,335 10
Letters											$25,000 1	$35,000 1	$21,000 1			$22,167 6	$22,750 4	$21,002 40 $24,020 $18,000
Visual & Performing Arts										$30,000 1					$17,500 2			$14,992 5
Humanities-Other	$26,000 1									$32,760 1	$39,000 1					$29,775 4	$31,550 4	$20,016 24 $22,680 $17,000
Criminal Justice	$24,000 1													$12,000 1				$19,467 3
History											$28,750 1	$24,600 1				$22,667 6	$18,225 4	$20,525 23 $26,000 $15,600
Political Science/ Government										$24,800 3	$25,800 1			$24,000 1		$27,050 6	$17,213 7	$21,857 58 $29,000 $16,000
Psychology	$14,000 1	$27,000 1				$15,500 2	$27,500 1			$25,867 3	$33,500 1	$24,000 1		$18,000 1		$23,500 6	$17,841 11	$19,330 28 $22,800 $15,000
Sociology																$18,440 5		$18,276 19
Social Sciences-Other				$14,000 1							$20,000 1			$16,757 2		$25,266 5	$24,333 3	$21,090 19
Aerospace & Aeronautical Engineering	$29,212 68 $31,018 $27,360	$30,027 17	$30,122 11	$28,583 6	$31,617 7	$29,799 69 $31,720 $27,000	$29,013 43 $30,600 $27,600	$29,130 9	$29,955 83 $31,800 $27,820	$30,680 1		$28,500 1	$31,000 1			$29,625 8		$21,750 2
Agricultural Engineering	$28,494 10		$25,310 2			$28,471 4		$19,500 1	$29,550 2					$19,000 1				$29,000 1
Architectural Engineering						$28,000 1	$26,850 4		$27,000 1						$22,873 6	$25,000 1		
Bioengineering & Biomedical Engineering				$30,160 1	$29,000 1	$30,075 4	$26,500 2	$31,250 2	$30,800 4							$27,350 4		
Chemical Engineering	$32,927 203 $34,700 $31,200	$32,190 10	$30,700 9	$30,833 3	$34,800 2	$32,960 258 $34,500 $31,500	$32,767 36 $34,800 $31,956	$33,209 845 $35,000 $31,500	$33,028 195 $34,500 $31,800			$38,000 2				$32,197 13		$31,973 12
Civil Engineering	$27,667 56 $32,200 $24,500	$27,771 2	$29,460 3	$30,360 3		$27,108 9	$26,534 9	$29,872 20 $32,600 $25,200	$27,598 39 $32,500 $22,932		$33,500 1	$30,000 1		$22,225 5	$25,500 2	$27,018 52 $30,000 $25,000	$19,200 2	$27,300 3
Computer Engineering	$31,583 33 $32,760 $30,300	$31,125 56 $33,996 $27,900	$30,542 5	$30,305 89 $33,000 $27,500	$31,419 34 $33,500 $29,640	$32,197 16	$30,262 6	$29,330 13	$31,127 50 $33,800 $29,000	$29,725 86 $32,456 $25,700	$27,561 8	$28,001 20 $31,200 $24,000				$29,904 26 $32,000 $27,000		$30,985 5

Curriculum Continued

	ENGINEERING									COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS					
	Manufacturing Industrial	Systems Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Other Engineering	Computer Programming	Information Systems	Systems Analysis & Design	Actuarial	Agricultural Natural Resources	Architecture	Consulting	Human Resources Industrial Relations	Management Trainee
Electrical Engineering	$31,124 646 $33,000 $29,800	$30,675 208 $33,000 $27,828	$30,458 256 $32,698 $27,960	$31,021 156 $35,000 $27,700	$30,974 311 $33,100 $28,500	$30,638 286 $34,000 $25,343	$29,908 147 $33,000 $25,000	$30,898 210 $34,000 $25,343	$30,535 328 $33,420 $25,437	$34,559 19	$30,631 21 $33,000 $28,000	$30,617 34 $33,300 $28,000	$29,500 1	$21,502 3		$29,877 81 $32,600 $27,000		$30,107 45 $33,400 $25,000
Industrial Engineering	$29,967 365 $32,400 $27,000	$30,753 24 $32,400 $29,500	$30,800 2	$27,900 2	$30,700 3	$29,317 11	$29,757 7	$28,352 35 $31,800 $24,000	$30,291 74 $33,000 $28,200	$29,675 3	$29,000 8	$24,667 3				$30,401 108 $34,000 $27,000	$29,500 1	$29,739 22 $31,500 $27,600
Mechanical Engineering	$30,680 1082 $33,000 $28,080	$30,135 34 $32,100 $29,000	$29,793 93 $32,400 $27,091	$28,954 15	$30,809 33 $33,000 $28,700	$30,802 173 $33,504 $28,000	$29,202 86 $32,400 $24,342	$31,311 382 $34,300 $27,700	$30,940 350 $33,000 $28,600	$25,200 1	$28,000 1	$30,028 13	$28,364 2	$27,502 2	$21,050 2	$29,486 64 $33,400 $26,000	$32,700 1	$30,908 43 $32,700 $29,700
Metallurgical Engineering	$30,926 121 $33,000 $29,000		$33,600 1			$30,880 33 $33,000 $30,000	$28,472 9	$31,071 48 $32,400 $30,000	$31,137 13		$33,400 1					$29,667 3		$27,900 1
Mining Engineering	$31,133 3						$30,400 2	$28,882 11	$28,920 2					$27,672 2		$19,877 1		
Nuclear Engineering	$30,027 3	$31,500 1	$32,175 10			$32,871 7	$31,307 3	$31,000 3	$31,041 16			$31,200 1				$32,040 1		$25,300 1
Petroleum Engineering	$36,012 16		$30,000 1			$33,204 5	$21,600 1	$33,219 77 $36,300 $26,400	$29,534 6									
Textile Engineering						$29,000 1	$24,500 2	$31,480 5										$26,268 26 $30,000 $24,000
Engineering Technology	$29,808 115 $33,000 $25,000	$28,807 6	$25,691 7	$31,211 8	$29,280 14	$27,855 12	$24,597 14	$29,002 31 $33,000 $24,264	$28,982 25 $32,040 $26,500	$25,387 8	$26,397 3	$28,032 10	$26,600 1			$29,700 4	$24,800 3	$27,008 12
Industrial Technology	$27,254 37 $29,000 $25,000		$26,600 2	$30,000 1		$21,996 3	$28,920 2	$27,890 4	$27,549 11	$27,000 1		$23,000 1				$27,000 1	$27,000 2	$24,879 5
Agribusiness						$30,000 1					$31,200 1			$24,164 16			$22,000 1	$21,720 5
Animal Sciences														$17,600 5		$19,500 1		$19,565 6
Plant Sciences														$20,750 2		$18,000 1		$23,000 2
Natural Resources								$29,868 1						$17,007 4		$30,000 1		$21,250 2
Other Agricultural Sciences	$23,167 3						$18,400 3							$21,577 45 $26,000 $15,500				$21,573 9
Computer Science	$30,190 50 $32,769 $29,080	$29,795 39 $34,200 $24,600	$31,913 3	$30,394 166 $33,600 $27,300	$31,636 6	$32,590 15	$31,233 3	$31,977 6	$29,660 10	$27,595 515 $32,004 $22,000	$28,798 76 $32,500 $25,000	$28,497 228 $32,498 $24,600	$27,000 1			$29,138 42 $33,000 $25,000		$25,086 12
Computer Programming		$30,160 10		$32,802 19		$32,500 1		$31,500 1	$29,220 1	$27,073 71 $32,160 $19,800	$35,640 1	$30,927 7				$27,340 5		
Information Sciences & Systems		$26,753 11		$27,220 6			$26,400 1	$30,000 1		$26,886 140 $31,200 $23,000	$25,274 66 $31,000 $16,992	$27,535 70 $30,000 $24,000				$28,314 29 $32,000 $25,000	$31,800 2	$27,700 3
Systems Analysis		$30,747 3	$27,150 2					$31,000 1		$24,504 1	$30,000 1	$28,947 13				$31,250 2		
Allied Health																		

Continued

	ENGINEERING									COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS					
	Manufacturing Industrial	Systems Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Other Engineering	Computer Programming	Information Systems	Systems Analysis & Design	Actuarial	Agricultural/ Natural Resources	Architecture	Consulting	Human Resources/ Industrial Relations	Management Trainee
Health Sciences																$30,000 1	$26,000 1	
Nursing																		
Pharmacy						$35,004 1												
Actuarial													$30,155 31 $33,000 $28,000			$33,000 1		
Architectural & Environmental Design									$29,400 1					$20,000 1	$23,572 21 $27,560 $18,000			$26,000 1
Biological						$28,100 2	$17,360 2	$31,000 1			$26,500 1			$12,234 2		$31,200 2	$26,000 1	$19,780 2
Chemistry	$31,450 10	$33,150 2				$26,174 23 $31,900 $20,000	$23,617 6	$32,136 19						$33,600 1		$27,550 4		$28,796 5
Geological														$25,599 4				$28,000 1
Mathematics (incl. Statistics)	$27,260 3	$27,413 8		$30,778 10	$24,560 2	$30,240 4	$30,000 1	$29,571 9	$20,800 1	$27,427 28 $31,812 $23,500	$28,151 8	$28,573 16	$28,245 38 $33,000 $23,500			$28,692 28 $30,800 $25,000	$19,400 1	$31,700 4
Physics	$31,242 8	$26,000 1	$26,317 4	$26,892 2	$28,607 3	$27,180 5	$30,498 2	$29,210 5			$29,204 3	$31,536 1						$32,000 1
Other Physical & Earth Sciences	$27,040 1					$28,000 1		$25,848 5										

BACHELOR'S SUMMARY

Nontechnical Curricula	$25,241 32 $28,800 $22,000	$25,948 20 $30,000 $23,520		$25,749 6		$22,987 9	$23,956 8	$30,233 3		$26,400 165 $30,100 $22,500	$26,425 226 $30,000 $23,400	$27,134 147 $31,660 $22,000	$26,764 13	$20,485 13	$17,500 2	$26,979 486 $31,000 $24,000	$22,231 160 $30,000 $15,600	$21,344 1728 $27,000 $17,000
Technical Curricula	$30,700 2833 $33,240 $27,560	$30,417 432 $33,000 $26,880	$30,169 405 $32,697 $26,580	$30,561 488 $33,996 $27,000	$30,925 416 $33,500 $28,000	$31,078 945 $34,200 $26,000	$29,286 391 $33,000 $24,600	$32,064 1745 $34,900 $28,500	$30,854 1212 $33,600 $27,900	$27,778 874 $32,143 $22,000	$27,813 200 $32,500 $22,000	$28,600 421 $32,500 $24,600	$29,052 75 $33,000 $24,504	$21,942 93 $28,800 $15,200	$23,399 31 $28,000 $17,000	$29,339 484 $33,400 $25,480	$25,733 15	$26,162 231 $33,000 $22,000

FUNCTIONAL AREA CATEGORIES - Continued

Bachelor's Degree Curricula	OTHER FUNCTIONAL AREAS							
	Mathematician Statistician	Nurses Personal Care	Other Health Related	Paralegal	Performing Arts (Entertainment)	Research (Nontechnical)	Research (Technical)	Teaching
Accounting								$16,200 2
Business Administration incl. Management Science	$26,400 2		$31,649 3	$23,000 2		$24,000 4	$30,940 1	$23,100 6
Distribution Management								
Economics & Finance (incl. Banking)	$23,667 3		$12,000 1	$20,498 3		$19,467 3	$18,996 2	$20,000 2
Hotel / Restaurant Management								
Human Resources (incl. Labor Relations)								
Management Information Systems	$30,500 3							
Marketing / Marketing Management (incl. Research)	$20,238 2		$21,560 4					$23,000 1
Real Estate								
Advertising								$20,916 1
Communications								$21,700 2
Journalism								$16,205 2
Telecommunications Broadcasting				$13,000 1				
Elementary Education								$18,580 371 $23,000 $13,197
Pre-Elementary Education								$16,203 10
Physical Education			$18,144 1					$18,309 23 $21,600 $13,700
Special Education		$19,000 1						$19,961 85 $24,500 $17,000

Curriculum - Continued	OTHER FUNCTIONAL AREAS							
	Mathematician/ Statistician	Nurses/ Personal Care	Other Health Related	Paralegal	Performing Arts (Entertainment)	Research (Nonclinical)	Research (Technical)	Teaching
Human Ecology								$20,000 1
Textiles & Clothing								
Merchandising Management								
Foreign Languages				$20,000 1		$18,000 1		$20,071 7
Letters			$14,004 1	$17,840 3				$19,190 22 $22,000 $15,038
Visual & Performing Arts			$12,456 1		$15,389 9			$18,924 18
Humanities-Other				$27,000 1				$22,493 9
Criminal Justice				$12,710 2		$20,000 1		
History			$26,496 2	$20,000 5	$11,136 1	$19,493 1		$17,088 4
Political Science Government				$22,100 5		$25,250 4		$20,720 3
Psychology	$33,500 1	$26,984 2	$16,482 12	$18,500 1		$15,667 3	$25,000 1	$21,300 5
Sociology			$17,250 2	$20,000 1		$32,000 1		
Social Sciences-Other			$13,500 1			$20,000 1		$16,967 7
Aerospace & Aeronautical Engineering								
Agricultural Engineering								
Architectural Engineering								
Bioengineering & Biomedical Engineering								
Chemical Engineering	$33,500 1		$30,996 1				$33,100 2	$24,342 2
Civil Engineering								
Computer Engineering								

Curriculum - Continued	OTHER FUNCTIONAL AREAS							
	Mathematician/ Statistician	Nurses/ Personal Care	Other Health Related	Paralegal	Performing Arts (Entertainment)	Research Nontechnical	Research (Technical)	Teaching
Electrical Engineering	$31,500 1							
Industrial Engineering			$28,333 3					
Mechanical Engineering			$24,850 2					
Metallurgical Engineering								
Mining Engineering								
Nuclear Engineering			$31,320 1					
Petroleum Engineering								
Textile Engineering								
Engineering Technology								
Industrial Technology								
Agribusiness								
Animal Sciences				$15,000 1				
Plant Sciences		$15,780 1						
Natural Resources								$20,400 1
Other Agricultural Sciences			$12,272 1					
Computer Science						$19,493 1		$17,700 3
Computer Programming								
Information Sciences & Systems								
Systems Analysis								
Allied Health			$24,882 76 $30,000 $19,500					$19,040 1

Curriculum - Continued

	OTHER FUNCTIONAL AREAS							
	Mathematician/ Statistician	Nurses/ Personal Care	Other Health Related	Paralegal	Performing Arts (Entertainment)	Research (Nontechnical)	Research (Technical)	Teaching
Health Sciences		**$40,000** 1	**$18,754** 23 $23,950 $16,000					**$19,215** 1
Nursing		**$24,810** 218 $30,000 $19,200	**$23,958** 4					
Pharmacy			**$35,252** 107 $41,000 $27,664				**$32,076** 1	
Actuarial								
Architectural & Environmental Design								
Biological			**$19,345** 11			**$20,350** 2	**$18,434** 19	**$16,964** 4
Chemistry			**$16,000** 2			**$25,893** 9	**$20,950** 14	**$20,951** 3
Geological							**$15,447** 2	
Mathematics (incl. Statistics)	**$25,642** 29 $31,500 $18,710							**$18,593** 21 $19,800 $17,200
Physics	-						**$24,250** 4	**$20,500** 1
Other Physical & Earth Sciences								**$18,481** 4

BACHELOR'S SUMMARY

Nontechnical Curricula	**$26,298** 11	**$24,323** 3	**$19,163** 28 $26,496 $13,000	**$19,817** 25 $23,000 $13,920	**$14,964** 10	**$21,679** 19	**$23,483** 4	**$18,907** 581 $23,772 $13,800
Technical Curricula	**$26,085** 31 $31,500 $18,726	**$24,838** 220 $30,552 $19,000	**$28,763** 231 $41,000 $18,000	**$15,000** 1		**$24,436** 12	**$20,708** 42 $30,000 $14,100	**$18,927** 41 $24,000 $15,500

Master's Degree Candidates

(Data Combined for Men and Women)
(Inexperienced)

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1988	Percentiles		
	July 1989	July 1989	September 1988		90th	50th	10th
Business							
Accounting	348	$28,874	$27,468	5.1%	$33,000	$29,000	$24,960
MBA-Nontechnical undergraduate							
1 year or less	645	33,903	33,468	1.3	42,000	33,000	25,000
1 to 2 years	438	42,419	40,632	4.4	55,000	42,100	28,000
2 to 4 years	499	43,883	41,952	4.6	55,000	45,000	31,200
Over 4 years	401	44,549	43,128	3.3	56,000	45,000	30,996
MBA-Technical undergraduate degree							
1 year or less	180	38,847	38,388	1.2	50,000	37,410	29,900
1 to 2 years	129	44,590	43,152	3.3	60,000	44,400	32,000
2 to 4 years	240	47,967	44,028	8.9	62,000	48,000	35,000
Over 4 years	176	49,024	45,456	7.8	65,000	49,000	35,000
MS-Business	48	32,979	31,596	4.4	41,000	31,688	25,000
Distribution Management	1	30,900	N/A	N/A	*	*	*
Economics & Finance	165	34,661	N/A	N/A	44,400	34,800	25,000
Labor Industrial Relations (incl. Human Resources)	31	31,883	33,312	-4.3	38,000	32,000	28,000
Management Information Systems	38	31,865	30,972	2.9	40,200	32,000	24,036
Marketing/Marketing Management (incl. Marketing Research)	60	34,462	N/A	N/A	43,000	33,800	24,000
Communications							
Advertising	+	+	N/A	N/A			
Communication	3	26,000	N/A	N/A	*	*	*
Journalism	4	23,050	N/A	N/A	*	*	*
Education							
Education Administration	12	23,878	N/A	N/A	*	*	*
Elementary Education	17	21,694	N/A	N/A	*	*	*
Physical Education	1	12,000	N/A	N/A	*	*	*
Reading Education	1	16,380	N/A	N/A	*	*	*
Special Education	16	21,823	N/A	N/A	*	*	*
HUMANITIES & SOCIAL SCIENCES							
Foreign Languages	2	18,054	N/A	N/A	*	*	*
Letters (incl. Eng. Lit. etc)	5	25,200	N/A	N/A	*	*	*
Visual & Performing Arts	14	19,945	N/A	N/A	*	*	*
Humanities-Other	1	40,000	N/A	N/A	*	*	*
Criminal Justice	+	+	N/A	N/A			
History	4	19,482	N/A	N/A	*	*	*
Political Science/Government	5	28,541	N/A	N/A	*	*	*
Psychology	18	23,717	N/A	N/A	*	*	*
Sociology	5	24,272	N/A	N/A	*	*	*
Social Sciences	9	23,060	N/A	N/A	*	*	*
Engineering							
Aerospace & Aeronautical	70	34,115	34,452	-1.0	37,440	34,320	30,096
Agricultural	+	+	N/A	N/A			
Bioengineering & Biomedical	11	34,930	41,004	*	*	*	*
Chemical	145	36,131	34,296	5.3	38,400	36,360	33,600
Civil	154	30,723	30,396	1.1	35,000	30,500	26,000
Computer	79	37,183	N/A	N/A	44,000	36,600	31,000
Electrical	505	36,435	N/A	N/A	41,200	36,600	30,996
Industrial	74	34,576	33,756	2.4	38,000	34,800	30,000
Mechanical	388	35,260	34,116	3.4	38,200	35,000	31,980
Metallurgical	66	34,923	34,080	2.5	37,332	35,000	32,000
Mining & Mineral	12	31,612	N/A	N/A	*	*	*
Nuclear	9	34,024	32,856	*	*	*	*
Petroleum	23	38,475	N/A	N/A	42,960	37,500	34,500
Textile	+	+	N/A	N/A			

N/A No historic data available + No offers reported
* Not computed for fewer than 20 offers

Continued . . .

Master's Degree Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers July 1989	Average $ Offer July 1989	Average $ Offer September 1988	Percent Change in $ Offers from September 1988	Percentiles 90th	Percentiles 50th	Percentiles 10th
Health Sciences							
Allied Health	19	$ 28,016	N/A	N/A	*	*	*
Health Sciences	14	21,883	N/A	N/A	*	*	*
Nursing	7	25,806	N/A	N/A	*	*	*
Sciences							
Agricultural & Natural Resources	3	23,600	N/A	N/A	*	*	*
Architectural & Environment Design	2	23,500	N/A	N/A	*	*	*
Biological	5	25,063	$ 21,876	*	*	*	*
Chemistry	36	32,157	31,572	1.9 %	$ 35,700	$ 32,150	$ 28,200
Computer Science	198	35,823	34,560	3.7	40,020	36,600	29,400
Geological Sciences	58	30,473	29,808	2.2	36,500	30,956	23,400
Mathematics	25	31,498	29,640	6.3	36,000	31,500	26,166
Physics	10	29,889	34,728	*	*	*	*
Polymer	6	34,137	N/A	N/A	*	*	*
	5,425						

Doctoral Candidates

Graduate Program	Number of Offers July 1989	Average $ Offer July 1989	Average $ Offer September 1988	Percent Change in $ Offers from September 1988	Percentiles 90th	Percentiles 50th	Percentiles 10th
Business							
Business Administration & Management	3	$50,333	N/A	N/A	*	*	*
Computer & Information Sciences	16	50,049	$50,712	*	*	*	*
Education							
Education Administration	14	40,221	N/A	N/A	*	*	*
Humanities & Social Sciences							
Economics	+	+	N/A	N/A			
English	4	24,500	N/A	N/A	*	*	*
Foreign Languages	1	26,000	N/A	N/A	*	*	*
Psychology	10	33,615	N/A	N/A	*	*	*
Sociology	1	27,000	N/A	N/A	*	*	*
Engineering							
Aerospace	9	50,776	47,304	*	*	*	*
Chemical	157	47,853	45,888	4.3%	$51,000	$48,000	$45,000
Civil	7	37,214	38,160	*	*	*	*
Computer	5	53,380	N/A	N/A	*	*	*
Electrical	45	48,666	N/A	N/A	56,666	50,000	36,000
Mechanical	15	45,893	45,888	*	*	*	*
Metallurgical	17	49,214	45,780	*	*	*	*
Sciences							
Agricultural & Natural Resources	2	36,700	N/A	N/A	*	*	*
Biological	+	+	30,828				
Chemistry	157	43,215	41,292	4.7	46,992	43,800	40,560
Geology & Geological Sciences	9	34,108	N/A	N/A	*	*	*
Mathematics	4	37,500	40,668	*	*	*	*
Physics	18	42,632	42,480	*	*	*	*
Polymer	13	44,213	41,244	*	*	*	*
	507						

N/A No historic data available * Not computed for fewer than 20 offers

ECPO

Alfred University
Babson College
Bard College
Bentley College
Boston College
Boston University
University of Bridgeport
Brown University
Buffalo State College
Clarkson University
Columbia University
University of Connecticut
Cornell University
CUNY-Bernard M. Baruch
CUNY-Baruch College-Business & Public Administration
CUNY-City College
CUNY-Graduate School & University Center
CUNY-Hunter College
Dartmouth College
Eastern Nazarene College
Fordham University-Lincoln Center
Fordham University
Franklin Pierce College
Husson College
Ithaca College
The King's College
LeMoyne College
Long Island University
University of Maine-Orono
Manhattan College
Manhattanville College
Marist College
MIT
MIT-Sloan School of Management
University of Massachusetts-Amherst
Mount Holyoke College
New Hampshire College
NYU-Grad. School of Business
New School for Social Research-Graduate School
Northeastern University
Pace University-New York City
Pace University-Westchester
Polytechnic University
Post College
Pratt Institute
Regis College
Rensselaer Polytechnic University
Rhode Island School of Design
University of Rhode Island
Roberts Wesleyan College
University of Rochester
University of Rochester-W. E. Simon Graduate School of Business
Sacred Heart University
Saint Anselm College
St. John Fisher College
St. Joseph's College
St. Joseph's University
SUNY-Buffalo
SUNY-Cortland
SUNY-Geneseo
SUNY-Plattsburgh
SUNY-Purchase
Syracuse University
Union College
Vassar College
Wells College
Williams College
Worcester Polytechnic Institute

MAPA

Bloomsburg University
Bluefield State College
Bryn Mawr College
Bucknell University
California University of Pennsylvania
Capitol College
Carnegie-Mellon University
Catholic University of America
Centenary College
Delaware State College
University of Delaware
University of District of Columbia
Drew University
Elizabethtown College
Fairleigh Dickinson-Rutherford
Fairleigh Dickinson-Teaneck
Gannon University
Georgetown University
George Washington University
Gettysburg College
Glenville State College
Grove City College
Hampden-Sydney College
Haverford College
James Madison University
Juniata College
Kutztown University
Lafayette College
LaSalle University
Lehigh University
Lock Haven University
Lycoming College
Mansfield University
University of Maryland-Baltimore County
University of Maryland-College Park
Marymount University-Graduate School
Neumann College
New Jersey Institute of Technology
Penn State University
Penn State-Behrend College
Penn State-Capitol Campus
University of Pennsylvania
University of Pittsburgh
Point Park College
Princeton University
Ramapo College of NJ
Rutgers University-Camden-Arts & Science
Rutgers University-Newark
Rutgers University-New Brunswick
University of Scranton
Spring Garden College
Susquehanna University
Swarthmore College
Temple University
Trenton State University
Ursinus College
Villanova University
Virginia State University
Virginia Wesleyan University
Washington & Lee University
West Virginia Institute of Technology
West Virginia University
Widener University

MCPA

Adrian College
University of Akron
Anderson University
Augustana College
Augustana College-Sioux Falls
Bradley University
Buena Vista College
Calvin College
Capital University
Case Western Reserve University
Cedarville College
Central Missouri State University
University of Chicago
University of Chicago-Graduate School of Business
University of Cincinnati
Cleveland State University
Coe College
Concordia College
Davenport College-Grand Rapids
University of Dayton
Defiance College
DePaul University
DePauw University
Doane College
Dordt College
Eastern Michigan University
Emporia State College
Eureka College
Ferris State University
Franciscan University-Steubenville
Grace College
Grand View College
Hanover College
IIT-Illinois Institute of Technology
University of Illinois-Chicago
University of Illinois-Chemistry & Chemical Engineering
University of Illinois-Commerce & Business
University of Illinois-Engrg.
Indiana University
Indiana University-Northwest
Indiana University/Purdue University-Indianapolis
Iowa State University-Agri.
Iowa State University-Business, Science & Humanities
Iowa State University-Design
Iowa State University-Engrg.
Iowa State University-Family & Consumer Science
Iowa State University-Veterinary Medicine
University of Iowa
University of Iowa-Engrg.
John Carroll University
Judson College
University of Kansas-Arts
University of Kansas-Business
University of Kansas-Engrg.
Kenyon College
Knox College
Lawrence University
Loras College
Mac Murray College
Manchester College
Marietta College
Marquette University
Mayville State University
Michigan State University
Michigan Tech University
University of Michigan-Ann Arbor-Business Administration
University of Michigan-Ann Arbor-Engineering
University of Michigan-Dearborn
University of Minnesota-Agriculture
University of Minnesota-Carlson School of Management
Minot State University
University of Missouri-Columbia-Engineering
University of Missouri-Rolla
University of Missouri-St. Louis
Missouri Western State College
College of Mount St. Joseph
Mundelein College
Muskingum College
North Central College
University of North Dakota
Northern Illinois University
Northern Michigan University
Northland College
Northwestern College
Northwestern University
Northwestern University-Kellogg Graduate School of Business
Northwest Missouri State University
Ohio Northern University
Ohio State University-Agriculture
Ohio State University-Arts & Science
Ohio State University-Business
Ohio State University-Engrg.
Ohio University
Ohio Wesleyan University
Otterbein College
Pittsburg State University
Purdue University
Rockford College
Saginaw Valley State University
Southern Illinois University-Carbondale
Southern Illinois University-Edwardsville
Southwest Missouri State University
St. Ambrose University
College of St. Thomas
Stephens College
Taylor University
University of Toledo
Tri State University
Washington University-School of Business
Wayne State University
Westmar College
University of Wisconsin-Eau Claire
University of Wisconsin-Green Bay
University of Wisconsin-Madison-Arts
University of Wisconsin-Madison-Business
University of Wisconsin-Madison-Engineering
University of Wisconsin-Platteville
University of Wisconsin-River Falls
College of Wooster
Wright State University
Youngstown State University

RMCPA

University of Arizona
Brigham Young University
Carroll College
Colorado School of Mines
Colorado State University
Colorado Tech
University of Colorado
University of Denver
Eastern Montana College
Kansas State University
Montana State University
University of Montana
University of Nebraska-Lincoln
New Mexico Institute of Mining & Technology
New Mexico State University
University of New Mexico
Northern Arizona University
University of Northern Colorado
South Dakota School of Mines
University of South Dakota-Business
Utah State University
University of Utah
Washburn University
University of Wyoming

SCPA

Alabama A&M University
University of Alabama
University of Alabama-Engrg.
University of Alabama-Birmingham
Auburn University
Augusta College
Bellarmine College
Berry College
Catawba College
University of Central Florida
Centre College
The Citadel, Military College of South Carolina
Clemson University
Duke University
Duke University-Fuqua School of Business
East Carolina University
Eastern Kentucky University
East Tennessee State University
Elon College
Emory University-Business
Florida Atlantic University
Florida State University
University of Florida
Georgia College
Georgia Institute of Technology
Georgia Southern College
Georgia Southwestern College
Georgia State University
University of Georgia
Hampton University
Jacksonville University
University of Kentucky
Louisiana College
Louisiana State University
University of Louisville
Mars Hill College
Mary Washington College
Memphis State University
Middle Tennessee State University
Millsaps College
Mississippi State University
University of Mississippi
Morehead State University
Morris College
North Carolina A&T State University
North Carolina Central University
North Carolina State University-Textiles
University of North Carolina-Asheville
University of North Carolina-Chapel Hill
University of North Carolina-Greensboro
Northeast Louisiana University
Northern Kentucky University
University of North Florida
Oglethorpe University
Old Dominion University
Presbyterian College
Queens College
Randolph-Macon Woman's College
Rollins College
University of South Alabama
University of South Carolina
University of South Carolina-Aiken
Southern College of Technology
University of Southern Mississippi
University of South Florida
Spring Hill College
Tennessee Tech University
University of Tennessee-Chattanooga
University of Tennessee-Knoxville
Tulane University
Valdosta State College
Vanderbilt University
Vanderbilt University-Owen Grad. School of Management
Virginia Tech & State University
University of Virginia
Wake Forest University
Wake Forest University-Babcock Grad. School of Management
Western Carolina University
Western Kentucky University
College of William & Mary
Winthrop College
Wofford College
Xavier University of Louisiana

SWPA

American Grad School of International Management-Thunderbird
Arkansas College
Baylor University
Corpus Christi State University
Hendrix College
University of Houston
University of Houston-Clear Lake
Kansas Wesleyan
Lamar University
Langston University
Louisiana Tech University
University of North Texas
Northwestern Oklahoma State University
Oklahoma State University
Oklahoma State Unviersity-Engineering
University of Oklahoma
Pan American University
Prairie View A & M University
Sam Houston State University
Southern Methodist University
Stephen F. Austin State University
Texas A & I University
Texas A & M University
Texas Lutheran College
Texas Tech University
University of Texas-Arlington
University of Texas-Austin-Business Administration
University of Texas-Austin-Engineering
University of Texas-El Paso
University of Texas-Tyler

WCPA

Arizona State University
California Inst. of Technology
California Poly. State University-San Luis Obispo
California State Poly University-Pomona
California State University-Fresno
California State University-Hayward
California State University-Long Beach
California State University-Los Angeles
California State University-Sacramento
University of California-Los Angeles
Gonzaga University
University of Idaho
Loyola Marymount University
Monterey Institute of International Studies
University of Nevada-Reno
Oregon State University
University of Oregon
Portland State University
University of Redlands
Saint Mary's College
San Diego State University
University of San Francisco
San Jose State University
Santa Clara University
University of Southern California
University of Southern California-Graduate School of Business
Stanford University
Washington State University
University of Washington
Westmont College

A 3940-24 10/87

A study of 1988-1989 beginning offers

CPC $alary $urvey

September 1989

College Placement Council, Inc. • 62 Highland Avenue • Bethlehem, PA 18017

The race to attract this year's college graduates continued its vigorous pace right up until the end of the recruiting season. The results are reflected in the September 1989 ***Salary Survey.***

Chemical engineers are the leaders among the 1988-89 engineering graduates, garnering top dollar offers. They finished the year over petroleum engineers, who previously received the highest average salary. Starting pay for chemical engineers averaged $32,949, a 6.3 percent increase over last year. Petroleum engineers followed with $32,789, a 2.4 percent gain.

Graduates in other engineering disciplines also fared well. Mechanical engineers received a 3.8 percent higher dollar average, drawing $30,490, while civil engineers' salary offers rose 5.7 percent to $27,046. Female petroleum engineers were extended the highest average salary offer of all the engineering disciplines—$33,053.

Salary offers to business graduates climbed considerably since last year with the biggest hike—12.4 percent—going to human resources graduates. Their average salary offer was $22,842. Accounting majors ended the season with an average salary offer of $25,223, an increase of 5.1 percent over last year. Dollar amounts to business administration candidates rose 4.6 percent to $22,450, while management information systems graduates encountered a 7.7 percent jump to an average of $26,772. However, 1988-89 starting salary offers to hotel and restaurant management graduates are below last year's, falling 2.3 percent to $19,657.

Health-care candidates benefited tremendously from the increased demand for professionals in this field. Allied health graduates registered an 8.3 percent gain over last year, averaging $24,416. The need for nurses pushed their average starting salaries up 5.3 percent to $24,915.

Employment offers to nontechnical and technical bachelor's-degree holders were closely split with 49 percent going to nontechnical candidates and 51 percent to technical graduates. The highest average starting salary offer to nontechnical candidates—$28,711—was made by investment banking employers. The petroleum and allied products industry provided the greatest dollar amounts—$32,400—to technical graduates.

This year brought good news to graduates at the master's-degree level, as well. M.B.A. majors with nontechnical undergraduate degrees and no work experience garnered a slight boost in the average dollar amount to $33,873. However, their technical counterparts with no work experience received a 3.3 percent lower salary than last September, averaging $37,102. M.B.A.s with technical undergraduate degrees and more than four years work experience posted the greatest increase—8.4 percent to an average of $49,296.

The CPC ***Salary Survey*** September 1989 report covers the recruiting period from September 1, 1988, to August 9, 1989. The data include offers extended to students graduating between September 1, 1988, and August 31, 1989. There are 418 career planning and placement offices at colleges and universities across the United States participating in the ***Salary Survey***. The report is available to CPC members and ***Salary Survey*** subscribers. Additional copies of the September report are available to members and subscribers for $3 each.

Dawn Oberman
Statistical Services Specialist

SCOPE AND NATURE OF THE SURVEY

The scope, nature, and coverage of the CPC ***Salary Survey*** are particularly important to the interpretation and proper use of the statistics.

The study surveys a fairly consistent population which includes 418 career planning and placement offices of colleges and universities across the United States. Offers are reported from employing organizations in business, industry, government, and non profit and educational organizations. The offers are base starting salary offers and do not include fringe benefits or overtime. The data cover a broad range of functional positions. Confidentiality is maintained for the individual, the college, and the employer.

The ***Survey*** reports offers, not acceptances, with no limit on the number of offers per student. Therefore, offers in the study cannot be equated with actual hires, and when the economic climate changes substantially, the ratio of hires usually changes also, making comparison with other years no longer valid. In those categories where offers are relatively few, the data should only be regarded as an indication.

The ***Survey*** is available only to members of the College Placement Council and ***Salary Survey*** subscribers and is intended for the professional use of its constituents. Reports are issued in January, March, July, and September.

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AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1988	Percentiles		
	September 1989	September 1989	September 1988		90th	50th	10th
Business							
Accounting	6,802	**$25,223**	$24,000	5.1%	$29,000	$25,500	$21,000
Business Administration (incl. Management Science)	2,163	**22,450**	21,456	4.6	28,500	22,000	17,000
Distribution Management	98	**24,211**	N/A	N/A	28,500	24,600	19,493
Economics & Finance (incl. Banking)	3,043	**24,710**	N/A	N/A	30,000	25,000	18,492
Hotel/Restaurant Management	199	**19,657**	20,124	-2.3	22,000	19,500	17,500
Human Resources (incl. Labor Relations)	197	**22,842**	20,316	12.4	28,000	22,200	18,000
Management Information Systems	667	**26,772**	24,864	7.7	31,000	27,000	22,000
Marketing/Marketing Management (incl. Research)	2,119	**22,479**	N/A	N/A	27,240	22,360	18,000
Real Estate	28	**23,551**	N/A	N/A	32,000	21,498	18,000
Communications							
Advertising	112	**19,560**	19,380	0.9	24,000	19,100	15,000
Communications	443	**20,819**	20,220	3.0	27,000	20,800	15,000
Journalism	183	**20,085**	18,372	9.3	27,000	19,200	14,000
Telecommunications/Broadcasting	73	**20,176**	N/A	N/A	26,000	20,000	13,200
Education							
Elementary Education	594	**18,767**	N/A	N/A	23,000	19,080	13,650
Pre-Elementary Education	17	**17,016**	N/A	N/A	*	*	*
Physical Education	64	**19,583**	N/A	N/A	24,000	19,100	14,560
Special Education	120	**19,815**	N/A	N/A	24,207	19,000	17,000
Home Economics							
Human Ecology	48	**18,931**	N/A	N/A	23,849	18,500	13,632
Textiles & Clothing	126	**19,742**	N/A	N/A	25,000	19,250	16,000
Merchandising Management	72	**19,539**	N/A	N/A	22,200	19,000	16,000
Humanities & Social Sciences							
Foreign Languages	91	**21,129**	N/A	N/A	26,500	20,000	16,500
Letters	361	**20,951**	20,664	1.4	28,000	20,000	15,000
Visual & Performing Arts	133	**18,838**	N/A	N/A	26,000	18,000	13,000
Humanities-Other	158	**22,364**	N/A	N/A	29,500	21,550	17,000
Criminal Justice	88	**21,427**	19,512	9.8	29,000	20,000	13,920
History	227	**23,348**	22,848	2.2	31,000	23,000	15,000
Political Science/Government	370	**23,280**	N/A	N/A	32,000	22,800	15,600
Psychology	354	**19,400**	20,592	-5.8	27,000	18,471	13,000
Sociology	109	**18,979**	N/A	N/A	25,000	18,500	14,000
Social Sciences-Other	223	**22,232**	N/A	N/A	30,000	21,000	15,000
Engineering							
Aerospace & Aeronautical	525	**29,433**	28,176	4.5	31,720	29,700	26,000
Agricultural	30	**26,045**	25,020	4.1	30,600	27,530	19,000
Architectural	43	**25,530**	N/A	N/A	28,000	26,300	22,800
Bioengineering & Biomedical	47	**28,581**	28,272	1.1	32,500	29,578	20,463
Chemical	2,121	**32,949**	30,996	6.3	34,800	33,000	31,200
Civil	1,444	**27,046**	25,596	5.7	32,500	27,000	22,880

N/A - No historic data available
* Not computed for fewer than 20 offers.

Continued . . .

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1988	Percentiles		
	September 1989	September 1989	September 1988		90th	50th	10th
Continued . . .							
Computer	593	**$ 30,244**	N/A	N/A	$ 33,000	$ 30,963	$ 25,700
Electrical	4,352	**30,594**	N/A	N/A	33,600	31,000	26,000
Industrial	962	**29,660**	$ 28,476	4.2 %	32,580	30,000	25,343
Mechanical	3,870	**30,490**	29,388	3.8	33,400	30,900	27,000
Metallurgical	274	**30,631**	29,448	4.0	33,000	30,900	28,080
Mining	34	**26,790**	N/A	N/A	31,000	28,900	21,000
Nuclear	59	**30,747**	28,740	7.0	33,000	31,400	27,000
Petroleum	165	**32,789**	32,016	2.4	36,600	34,620	25,200
Textile	46	**26,633**	N/A	N/A	31,500	25,500	24,000
Engineering Technology	627	**28,342**	27,396	3.5	33,000	28,200	23,400
Industrial Technology	153	**26,731**	N/A	N/A	30,000	27,492	21,996
Agriculture & Natural Resources							
Agribusiness	86	**22,182**	N/A	N/A	29,100	21,000	17,000
Animal Sciences	35	**19,328**	N/A	N/A	22,500	19,500	15,360
Plant Sciences	30	**18,354**	N/A	N/A	23,000	18,000	15,000
Natural Resources	27	**21,256**	19,932	6.6	29,868	20,000	12,960
Other Agricultural Sciences	81	**21,605**	N/A	N/A	26,000	22,000	15,500
Computer Sciences							
Computer Science	1,726	**28,659**	N/A	N/A	32,769	29,400	23,000
Computer Programming	138	**28,316**	N/A	N/A	33,000	29,255	20,100
Information Sciences & Systems	427	**26,428**	N/A	N/A	31,200	26,500	21,996
Systems Analysis	29	**28,833**	N/A	N/A	31,500	30,000	24,504
Health Sciences							
Allied Health	96	**24,416**	22,536	8.3	30,000	25,000	18,007
Health Sciences	61	**21,480**	N/A	N/A	28,000	20,000	16,000
Nursing	334	**24,915**	23,652	5.3	30,000	24,000	20,000
Pharmacy	308	**36,815**	34,356	7.2	42,000	38,400	29,700
Sciences							
Actuarial	62	**26,778**	N/A	N/A	33,000	29,000	16,848
Architectural & Environmental Design	120	**24,660**	N/A	N/A	30,000	24,998	18,000
Biological	126	**21,495**	20,364	5.6	30,000	21,000	14,067
Chemistry	188	**26,307**	26,004	1.2	33,096	27,798	18,000
Geological	29	**23,674**	N/A	N/A	31,000	25,000	15,600
Mathematics (incl. Statistics)	395	**26,407**	N/A	N/A	32,000	27,100	18,500
Physics	68	**28,022**	27,816	0.7	33,000	30,000	20,000
Other Physical & Earth Sciences	25	**22,537**	21,216	6.2	28,000	21,600	16,800
	39,018						

N/A - No historic data available

* Not computed for fewer than 20 offers.

1 Pharmacy is a 5-year degree program

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1988	Percentiles		
	September 1989	September 1989	September 1988		90th	50th	10th
Finance							
Accounting (Public)	5,468	**$25,727**	N/A	N/A	$29,500	$26,000	$22,500
Accounting (Private)	1,516	**23,517**	N/A	N/A	27,500	24,000	18,500
Commercial Banking (Consumer)	370	**21,676**	N/A	N/A	26,400	21,552	16,500
Commercial Banking (Lending)	299	**22,835**	N/A	N/A	27,500	22,500	18,000
Investment Banking (Corporate Finance)	141	**26,750**	N/A	N/A	32,000	27,180	20,000
Investment Banking (Mergers & Acquisitions)	31	**29,097**	N/A	N/A	33,000	29,000	24,504
Investment Banking (Real Estate)	27	**22,574**	N/A	N/A	33,000	19,800	15,000
Investment Banking (Sales & Trading)	50	**24,266**	N/A	N/A	32,000	23,500	17,500
Financial/Treasury Analysis	1,056	**26,367**	N/A	N/A	32,000	26,400	20,000
Portfolio Management/Brokerage	141	**23,772**	N/A	N/A	30,000	23,000	18,000
Underwriting	209	**21,858**	N/A	N/A	25,000	22,000	17,500
Marketing							
Advertising	84	**19,358**	N/A	N/A	26,000	18,000	14,000
Brand/Product Management	366	**23,623**	N/A	N/A	31,000	23,000	17,500
Buyer/Merchandising	618	**22,010**	N/A	N/A	26,004	21,996	17,500
Market Research	240	**25,636**	N/A	N/A	32,820	25,800	18,000
Sales	2,480	**23,188**	N/A	N/A	30,000	23,500	16,800
Communications							
Design/Graphic Arts	55	**20,902**	N/A	N/A	28,000	21,000	13,520
Media Planning	30	**20,263**	N/A	N/A	30,000	19,288	12,275
On-Air Reporting	8	**16,438**	N/A	N/A	*	*	*
Production	66	**22,982**	N/A	N/A	32,000	21,919	13,500
Public Relations	133	**20,118**	N/A	N/A	27,996	19,000	13,000
Writing/Editing	165	**20,239**	N/A	N/A	28,000	19,000	14,000
Public Administration							
Executive, Legislative, & General	61	**19,582**	N/A	N/A	25,000	19,450	15,000
Finance, Taxation, Monetary Policy	166	**24,253**	N/A	N/A	27,500	25,500	19,000
Economic Programs	25	**21,081**	N/A	N/A	25,400	20,000	18,720
Law Enforcement	78	**22,078**	$20,700	6.7%	33,000	20,000	15,000
Military	198	**22,087**	N/A	N/A	26,000	21,600	18,000
National Security	24	**24,771**	N/A	N/A	34,800	24,455	18,000
Urban/Regional Planning	31	**22,819**	N/A	N/A	27,000	23,000	17,000
Social Services							
Administration	242	**21,054**	N/A	N/A	30,000	19,896	14,000
Counseling	97	**17,675**	N/A	N/A	24,000	17,000	11,800
Fundraising/Development	19	**19,057**	N/A	N/A	*	*	*
Social Work	87	**16,550**	N/A	N/A	20,000	16,400	12,480
Engineering							
Bioengineering	66	**30,924**	N/A	N/A	33,600	32,000	26,000
Design/Construct	2,786	**28,849**	N/A	N/A	33,000	29,496	23,952
Environmental/Sanitation	274	**28,271**	N/A	N/A	33,000	28,140	22,500
Manufacturing/Industrial	3,534	**30,492**	N/A	N/A	33,240	30,900	27,000
Systems/Programming	587	**30,036**	N/A	N/A	33,000	30,600	25,200
Power Systems	530	**30,093**	N/A	N/A	33,000	30,500	25,373
Software Design & Development	737	**30,537**	N/A	N/A	34,000	30,996	26,400
Hardware Design & Development	484	**30,888**	N/A	N/A	33,500	31,200	27,996
Research & Development	1,232	**30,658**	N/A	N/A	34,250	31,500	25,340
Testing	576	**28,990**	N/A	N/A	33,000	30,000	24,000
Process Engineering	2,341	**31,902**	N/A	N/A	34,800	32,496	28,000
Other Engineering	1,465	**30,614**	N/A	N/A	33,600	31,200	26,000

N/A - No historic data available
* Not computed for fewer than 20 offers

Continued . . .

AVERAGE YEARLY SALARY OFFERS

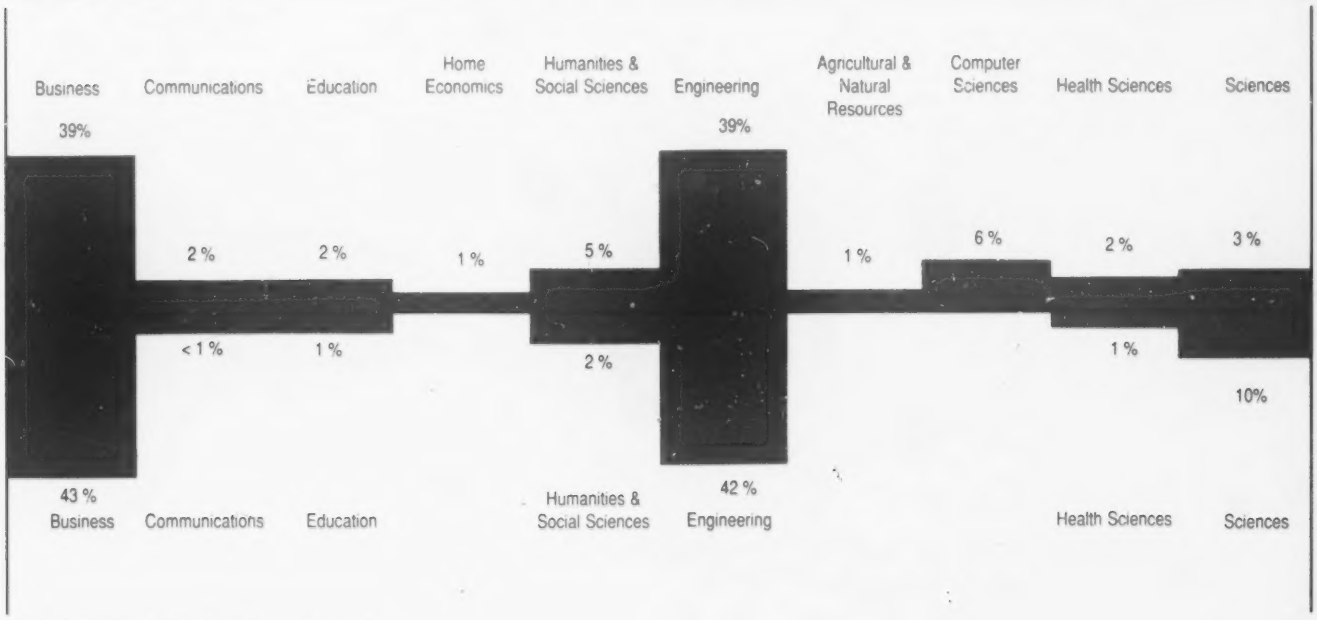
Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1988	Percentiles		
	September 1989	September 1989	September 1988		90th	50th	10th
Continued . . .							
Computer Science							
Computer Programming	1,390	**$ 27,559**	$26,892	2.5 %	$32,143	$28,000	$22,000
Information Systems	574	**26,766**	N/A	N/A	32,000	27,000	20,016
Systems Analysis & Design	784	**28,321**	N/A	N/A	32,448	28,800	24,000
Other Functional Areas							
Actuarial	137	**28,437**	N/A	N/A	33,000	29,000	23,000
Agricultural/Natural Resources	149	**20,984**	19,728	6.4	28,000	20,000	15,000
Architecture	69	**22,241**	N/A	N/A	27,560	22,000	15,600
Consulting	1,336	**28,373**	26,988	5.1	33,360	28,000	24,000
Human Resources/Industrial Relations	266	**22,937**	20,076	14.3	30,000	22,100	16,000
Management Trainee	2,928	**22,080**	20,892	5.7	28,800	21,000	17,000
Mathematician/Statistician	64	**25,546**	N/A	N/A	31,500	26,750	18,726
Nurses/Personal Care	335	**24,958**	23,760	5.0	30,930	24,000	20,000
Other Health Related	501	**31,011**	28,392	9.2	41,000	31,500	18,000
Paralegal	113	**20,958**	N/A	N/A	25,400	20,000	17,300
Performing Arts (Entertainment)	15	**16,970**	N/A	N/A	•	•	•
Research (Nontechnical)	47	**23,140**	24,228	-4.5	28,300	23,000	17,000
Research (Technical)	65	**22,397**	25,404	-11.8	30,940	21,000	15,500
Teaching	1,052	**18,989**	N/A	N/A	23,772	19,000	14,000
	39,018						

PROPORTION OF OFFERS BY CURRICULAR AREA

Bachelor's Degree Candidates
Total Offers = 39,018



Master's Degree Candidates (Inexperienced)
Total Offers = 4,712

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

By Curriculum For All Types of Employers	- Men - Number of Offers September 1989	- Men - Average $ Offer September 1989	- Men - Average $ Offer September 1988	- Women - Number of Offers September 1989	- Women - Average $ Offer September 1989	- Women - Average $ Offer September 1988
Business						
Accounting	3,240	**$25,297**	$24,096	3,562	**$25,155**	$23,916
Business Administration (incl. Management Science)	1,243	**22,950**	21,756	920	**21,776**	21,096
Distribution Management	63	**24,305**	N/A	35	**24,043**	N/A
Economics & Finance (incl. Banking)	1,901	**24,698**	N/A	1,142	**24,732**	N/A
Hotel/Restaurant Management	92	**19,770**	20,832	107	**19,561**	19,584
Human Resources (incl. Labor Relations)	105	**23,635**	20,268	92	**21,935**	20,340
Management Information Systems	366	**26,994**	24,900	301	**26,503**	24,828
Marketing/Marketing Management (incl. Research)	1,123	**22,911**	N/A	996	**21,991**	N/A
Real Estate	20	**25,204**	N/A	8	**19,416**	N/A
Communications						
Advertising	42	**21,285**	20,928	70	**18,525**	18,540
Communications	189	**21,268**	20,796	254	**20,484**	19,800
Journalism	59	**21,249**	18,876	124	**19,531**	18,024
Telecommunications/Broadcasting	36	**20,331**	N/A	37	**20,026**	N/A
Education						
Elementary Education	92	**19,084**	N/A	502	**18,709**	N/A
Pre-Elementary Education	+	*	N/A	17	**17,016**	N/A
Physical Education	36	**19,917**	N/A	28	**19,154**	N/A
Special Education	13	**19,781**	N/A	107	**19,819**	N/A
Home Economics						
Human Ecology	4	**18,560**	N/A	44	**18,964**	N/A
Textiles & Clothing	5	**22,900**	N/A	121	**19,612**	N/A
Merchandising Management	5	**24,520**	N/A	67	**19,167**	N/A
Humanities & Social Sciences						
Foreign Languages	28	**22,618**	N/A	63	**20,467**	N/A
Letters	143	**22,303**	22,728	218	**20,064**	19,764
Visual & Performing Arts	43	**17,899**	N/A	90	**19,288**	N/A
Humanities-Other	76	**22,219**	N/A	82	**22,499**	N/A
Criminal Justice	54	**22,397**	20,364	34	**19,887**	17,904
History	139	**23,391**	24,576	88	**23,279**	20,484
Political Science/Government	233	**24,088**	N/A	137	**21,906**	N/A
Psychology	122	**20,386**	21,636	232	**18,882**	19,884
Sociology	41	**20,721**	N/A	68	**17,929**	N/A
Social Sciences-Other	93	**23,930**	N/A	130	**21,018**	N/A
Engineering						
Aerospace & Aeronautical	435	**29,428**	28,152	90	**29,457**	28,332
Agricultural	25	**26,772**	25,356	5	**22,408**	22,248
Architectural	30	**25,720**	N/A	13	**25,093**	N/A
Bioengineering & Biomedical	19	**26,759**	26,412	28	**29,817**	30,144
Chemical	1,437	**32,989**	30,924	684	**32,865**	31,116
Civil	1,219	**26,884**	25,620	225	**27,926**	25,476

N/A - No historic data available
* Not computed for fewer than 20 offers
+ - No offers reported

Continued . . .

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

By Curriculum For All Types of Employers	- Men - Number of Offers September 1989	- Men - Average $ Offer September 1989	- Men - Average $ Offer September 1988	- Women - Number of Offers September 1989	- Women - Average $ Offer September 1989	- Women - Average $ Offer September 1988
Continued . . .						
Computer	452	$ 30,319	N/A	141	$30,003	N/A
Electrical	3,685	30,585	N/A	667	30,642	N/A
Industrial	615	29,528	$28,404	347	29,894	$28,608
Mechanical	3,268	30,389	29,328	602	31,041	29,676
Metallurgical	198	30,535	29,556	76	30,880	29,220
Mining	28	26,406	28,448	6	28,583	*
Nuclear	53	31,033	28,416	6	28,214	30,420
Petroleum	150	32,762	31,656	15	33,053	34,728
Textile	37	26,641	N/A	9	26,600	N/A
Engineering Technology	549	28,359	27,516	78	28,219	26,664
Industrial Technology	137	26,694	N/A	16	27,044	N/A
Agriculture & Natural Resources						
Agribusiness	75	22,241	N/A	11	21,782	N/A
Animal Sciences	28	19,362	N/A	7	19,191	N/A
Plant Sciences	23	19,154	N/A	7	15,724	N/A
Natural Resources	22	22,245	20,376	5	16,901	*
Other Agricultural Sciences	65	22,083	N/A	16	19,661	N/A
Computer Sciences						
Computer Science	1,238	28,723	N/A	488	26,496	N/A
Computer Programming	111	28,828	N/A	27	26,214	N/A
Information Sciences & Systems	253	25,985	N/A	174	27,073	N/A
Systems Analysis	16	28,649	N/A	13	29,059	N/A
Health Sciences						
Allied Health	28	25,481	24,288	68	23,977	21,660
Health Sciences	14	22,012	N/A	47	21,321	N/A
Nursing	16	24,692	25,512	318	24,927	23,592
Pharmacy	141	36,892	34,728	167	36,750	34,200
Sciences						
Actuarial	39	26,501	N/A	23	27,248	N/A
Architectural & Environmental Design	99	25,374	N/A	21	21,293	N/A
Biological	58	23,903	21,180	68	19,442	19,944
Chemistry	110	27,182	26,208	78	25,072	25,536
Geological	25	23,966	N/A	4	21,850	N/A
Mathematics (incl. Statistics)	188	27,075	N/A	207	25,801	N/A
Physics	54	27,848	28,164	14	28,692	26,436
Other Physical & Earth Sciences	17	21,616	20,388	8	24,495	23,028
	24,563			14,455		

N/A - No historic data available
* Not computed for fewer than 20 offers.
1 Pharmacy is a 5 - year degree program.

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

By Functional Area For All Types of Employers	- Men - Number of Offers September 1989	- Men - Average $ Offer September 1989	- Men - Average $ Offer September 1988	- Women - Number of Offers September 1989	- Women - Average $ Offer September 1989	- Women - Average $ Offer September 1988
Finance						
Accounting (Public)	2,636	$25,722	N/A	2,832	$25,732	N/A
Accounting (Private)	708	23,708	N/A	808	23,349	N/A
Commercial Banking (Consumer)	191	22,038	N/A	179	21,290	N/A
Commercial Banking (Lending)	198	22,680	N/A	101	23,136	N/A
Investment Banking (Corporate Finance)	93	27,716	N/A	48	24,879	N/A
Investment Banking (Mergers & Acquisitions)	21	29,643	N/A	10	27,950	N/A
Investment Banking (Real Estate)	16	25,300	N/A	11	18,609	N/A
Investment Banking (Sales & Trading)	38	24,674	N/A	12	22,975	N/A
Financial/Treasury Analysis	587	27,132	N/A	469	25,410	N/A
Portfolio Management/Brokerage	89	24,736	N/A	52	22,123	N/A
Underwriting	117	21,960	N/A	92	21,729	N/A
Marketing						
Advertising	24	19,999	N/A	60	19,102	N/A
Brand/Product Management	205	24,670	N/A	161	22,289	N/A
Buyer/Merchandising	244	22,594	N/A	374	21,630	N/A
Market Research	140	27,134	N/A	100	23,539	N/A
Sales	1,612	23,680	N/A	868	22,274	N/A
Communications						
Design/Graphic Arts	28	23,016	N/A	27	18,711	N/A
Media Planning	14	20,298	N/A	16	20,232	N/A
On-Air Reporting	6	15,417	N/A	2	19,500	N/A
Production	47	23,854	N/A	19	20,827	N/A
Public Relations	49	22,835	N/A	84	18,532	N/A
Writing/Editing	50	21,016	N/A	115	19,901	N/A
Public Administration						
Executive, Legislative, & General	20	19,872	N/A	41	19,441	N/A
Finance, Taxation, Monetary Policy	83	24,918	N/A	83	23,587	N/A
Economic Programs	15	21,375	N/A	10	20,640	N/A
Law Enforcement	49	22,859	$21,516	29	20,757	$19,392
Military	171	22,282	N/A	27	20,855	N/A
National Security	19	25,610	N/A	5	21,580	N/A
Urban/Regional Planning	21	23,249	N/A	10	21,915	N/A
Social Services						
Administration	108	23,152	N/A	134	19,364	N/A
Counseling	29	18,249	N/A	68	17,430	N/A
Fundraising/Development	8	21,100	N/A	11	17,572	N/A
Social Work	24	18,018	N/A	63	15,991	N/A
Engineering						
Bioengineering	47	31,233	N/A	19	30,160	N/A
Design/Construct	2,367	28,787	N/A	419	29,201	N/A
Environmental/Sanitation	205	27,727	N/A	69	29,889	N/A
Manufacturing/Industrial	2,911	30,431	N/A	623	30,776	N/A
Systems/Programming	451	30,187	N/A	136	29,536	N/A
Power Systems	452	30,017	N/A	78	30,530	N/A
Software Design & Development	608	30,453	N/A	129	30,937	N/A
Hardware Design & Development	399	30,866	N/A	85	30,991	N/A
Research & Development	934	30,778	N/A	298	30,285	N/A
Testing	464	29,034	N/A	112	28,804	N/A
Process Engineering	1,759	31,836	N/A	582	32,098	N/A
Other Engineering	1,123	30,499	N/A	342	30,990	N/A

N/A - No historic data available
* Not computed for fewer than 20 offers

Continued . . .

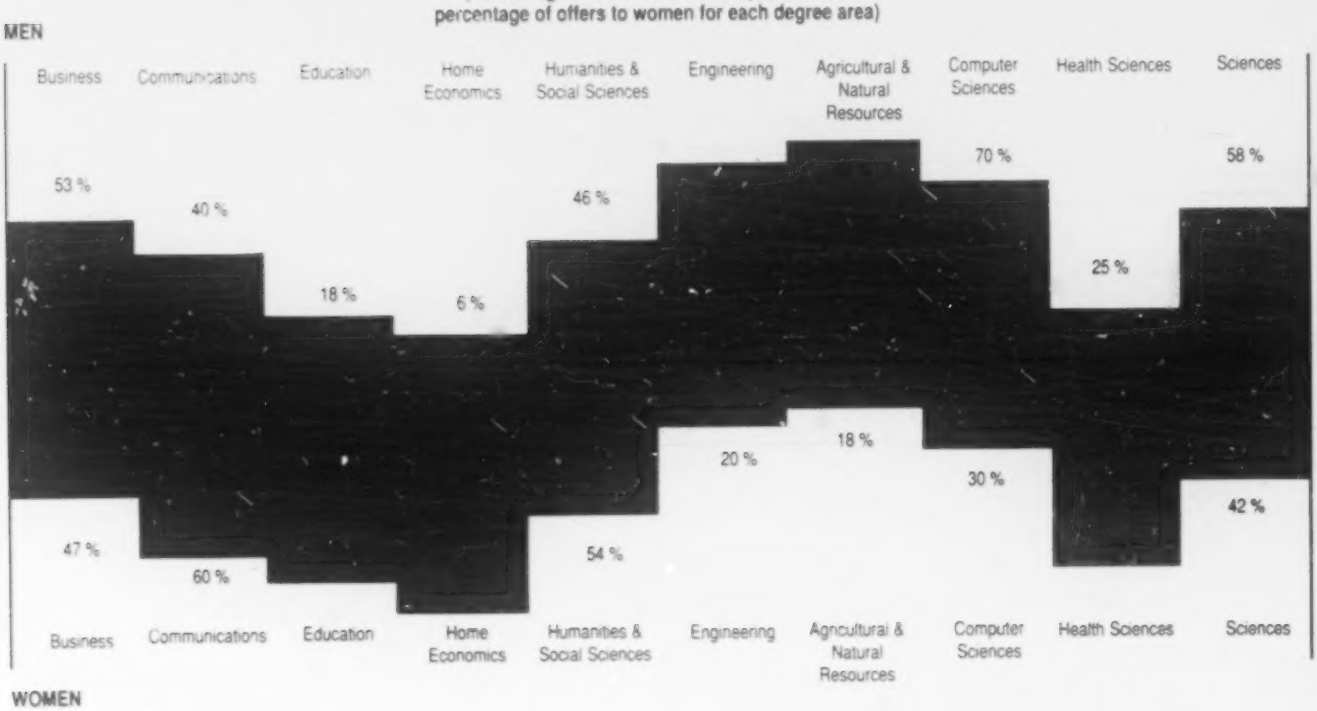
AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

By Functional Area For All Types of Employers	- Men - Number of Offers September 1989	- Men - Average $ Offer September 1989	- Men - Average $ Offer September 1988	- Women - Number of Offers September 1989	- Women - Average $ Offer September 1989	- Women - Average $ Offer September 1988
Continued . . .						
Computer Science						
Computer Programming	942	$27,824	$ 26,964	448	$ 27,002	$ 26,760
Information Systems	333	26,830	N/A	241	26,677	N/A
Systems Analysis & Design	508	28,572	N/A	276	27,861	N/A
Other Functional Areas						
Actuarial	70	28,346	N/A	67	28,532	N/A
Agricultural/Natural Resources	118	21,312	19,704	31	19,738	19,752
Architecture	51	23,101	N/A	18	19,803	N/A
Consulting	860	28,697	27,468	476	27,789	26,280
Human Resources/Industrial Relations	118	23,772	21,372	148	22,271	19,140
Management Trainee	1,590	22,665	21,468	1,338	21,385	20,268
Mathematician/Statistician	35	25,524	N/A	29	25,573	N/A
Nurses/Personal Care	15	24,939	27,312	320	24,959	23,652
Other Health Related	187	33,140	28,752	314	29,743	28,224
Paralegal	37	22,130	N/A	76	20,387	N/A
Performing Arts (Entertainment)	10	18,164	N/A	5	14,583	N/A
Research (Nontechnical)	26	24,201	25,920	21	21,827	21,120
Research (Technical)	32	23,286	26,256	33	21,536	24,336
Teaching	251	19,262	N/A	801	18,904	N/A
	24,563			14,455		

PROPORTION OF OFFERS TO MEN AND WOMEN

(Percentage of offers to men compared to the percentage of offers to women for each degree area)



Beginning salary offers to all candidates by curriculum and employer

This diagram indicates arrangement of data in blocks

Average	$24,876	639
90th Percentile	$28,000	
10th Percentile	$21,600	

Number of Offers

SERVICE EMPLOYERS

Bachelor's Degree Curricula	Public Accounting	Advertising	Architectural Engineering Design	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Financial Services	Hospitality - Amusement/ Recreation/ Fast-Food	Hospitality Hotels/Motels/ Full Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing	Real Estate
Accounting	$25,799 5253 $29,000 $22,500	$25,500 7		$22,535 91 $27,996 $17,500	$25,590 15	$23,977 25 $26,496 $22,000	$21,923 23 $25,500 $16,800	$25,367 31 $30,000 $18,000	$23,726 56 $28,000 $18,700	$19,678 9	$22,413 15	$23,070 69 $25,000 $20,000	$23,250 2	$20,915 68 $25,000 $16,800	$27,140 5	$20,130 2	$23,357 7	$20,845 11
Business Administration incl. Management Science	$25,239 141 $30,000 $22,500	$17,090 5	$27,500 2	$21,728 194 $26,000 $17,500	$24,367 28 $31,000 $19,200	$22,774 39 $30,000 $15,000	$22,721 48 $28,000 $18,000	$26,580 72 $32,000 $21,000	$23,134 99 $30,000 $15,000	$18,415 19	$19,348 34 $23,100 $16,000	$22,115 136 $26,000 $18,000	$22,660 5	$19,782 397 $24,996 $16,000	$20,618 14	$26,000 1	$22,433 12	$22,254 10
Distribution Management						$28,500 1				$12,000 1				$22,033 9				
Economics & Finance (incl. Banking)	$27,024 249 $31,200 $23,496	$19,250 4	$16,000 1	$23,419 627 $28,800 $18,000	$29,052 142 $33,500 $21,500	$24,852 28 $28,000 $21,600	$25,469 55 $32,000 $18,996	$28,019 266 $33,000 $24,000	$24,053 282 $31,000 $16,000	$21,446 13	$18,976 19	$23,313 230 $30,000 $18,000	$24,300 10	$21,790 209 $27,000 $16,992	$17,160 2	$27,050 2	$24,564 14	$23,486 27 $31,000 $17,500
Hotel / Restaurant Management				$20,000 1					$30,000 1	$19,551 29 $22,500 $14,500	$19,537 149 $22,000 $17,500	$20,000 1		$21,176 1				
Human Resources (incl. Labor Relations)	$26,336 3			$20,083 6		$22,500 2	$28,810 5	$26,029 7	$21,400 5	$27,000 1	$19,800 12	$22,906 28 $26,000 $18,500	$27,000 2	$20,103 35 $23,000 $17,500	$13,500 2		$21,673 3	$15,000 1
Management Information Systems	$27,783 80 $30,000 $25,000	$15,500 1		$24,438 10	$24,667 3	$27,612 25 $30,980 $24,000	$25,630 52 $30,000 $20,400	$27,905 60 $31,000 $25,000	$26,784 13	$27,000 1	$22,000 2	$24,966 55 $26,300 $23,496		$23,767 25 $27,100 $19,500				
Marketing/Marketing Management (incl. Research)	$24,995 19	$20,115 13	$19,950 4	$21,524 80 $27,000 $15,000	$22,508 13	$23,802 39 $27,300 $18,492	$21,418 44 $25,200 $16,000	$24,454 26 $28,000 $21,000	$20,541 66 $25,000 $15,000	$19,565 20 $22,000 $18,000	$22,154 19	$21,570 103 $25,000 $18,000		$21,233 604 $26,000 $18,000	$20,261 15	$17,500 1	$21,292 21 $24,000 $17,500	$22,896 5
Real Estate	$25,000 1		$21,996 1						$19,867 3		$22,500 2	$25,000 1						$24,543 14
Advertising	$18,000 1	$17,917 12	$21,794 2	$24,000 1		$16,976 16	$22,625 4	$16,500 1		$12,000 1	$24,000 1	$19,900 3		$18,980 20 $21,996 $15,600			$16,017 7	$20,500 2
Communications	$24,000 1	$20,462 13		$22,080 18	$26,500 4	$17,065 31 $22,500 $12,000	$21,443 7	$22,659 11	$23,009 18	$15,755 8	$18,512 12	$21,662 22 $25,000 $18,000	$25,500 1	$20,578 86 $26,000 $16,500	$23,508 1	$34,000 1	$18,077 15	$16,000 2
Journalism		$17,800 10	$20,000 1	$18,833 3		$19,064 30 $25,000 $13,520	$21,805 7	$21,998 2	$20,468 4	$19,000 1		$21,929 8		$21,821 26 $26,400 $15,000		$20,000 1	$17,555 32 $21,000 $13,750	
Telecommunications Broadcasting						$17,810 20 $30,000 $13,000	$36,000 1					$18,833 3		$21,628 18	$13,000 1		$13,989 2	
Elementary Education				$24,011 1			$20,000 1		$18,000 1					$20,500 2				$25,000 1
Pre-Elementary Education																		
Physical Education										$20,400 1	$20,996 2	$14,400 1						
Special Education														$16,640 1				

Curriculum - Continued

	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architectural/ Engineering Design	Banking (Commercial)	**Banking (Investment)**	Communication Services	Computer Software & Data Processing	Consulting Services	Financial Services	**Hospitality - Amusement/ Recreation/ Fast-Food**	Hospitality Hotels/ Motels Full Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	**Personnel Supply Services**	Protective/ Security Services	Publishing	**Real Estate**
Human Ecology				$30,000 1		$18,000 1		$14,000 1	$20,150 2		$18,000 1			$19,900 9				$10,400 1
Textiles & Clothing											$18,000 1			$19,310 104 $22,200 $16,000				
Merchandising Management				$16,000 1				$30,000 1		$15,000 1	$20,000 1			$19,237 62 $22,000 $16,500				
Foreign Languages	$22,800 1	$20,000 1		$22,188 8	$29,000 1	$20,000 2	$24,600 1	$28,708 6	$21,000 1	$16,500 1	$20,000 1	$22,000 5	$19,500 8	$20,132 14			$22,650 2	
Letters	$28,250 4	$19,611 9	$32,000 1	$20,235 17	$29,969 13	$21,367 15	$20,450 4	$23,350 11	$21,935 14	$15,000 1	$19,800 5	$21,403 11	$20,531 20 $24,000 $18,500	$21,199 64 $26,000 $17,496	$26,333 3		$17,151 30 $22,000 $13,500	
Visual & Performing Arts	$37,000 1	$16,545 5	$16,907 6	$21,400 2	$30,000 1	$17,973 3		$18,500 5	$22,496 2	$19,260 5		$21,996 1	$20,467 3	$18,676 11			$29,000 1	$16,453 3
Humanities-Other	$28,700 3	$22,000 1		$20,675 8	$31,250 4	$20,360 5	$16,400 3	$23,000 1	$19,575 3	$16,800 2	$19,394 5	$22,005 12	$23,500 2	$20,393 33 $23,000 $17,500	$16,300 2		$24,000 1	
Criminal Justice				$19,733 3	$16,800 1	$30,500 1		$22,500 1	$35,000 1		$21,700 1	$21,875 4	$19,137 6	$16,114 6		$18,658 3		
History	$30,000 1	$21,333 3	$17,050 2	$24,639 23 $30,000 $20,000	$31,653 17		$27,000 1	$27,526 15	$28,312 16		$20,375 4	$22,220 5	$20,461 26 $24,000 $18,000	$22,434 29 $26,000 $18,500		$13,100 2	$22,375 4	$24,600 2
Political Science / Government	$31,333 3	$23,000 1	$19,000 1	$25,000 22 $32,000 $18,000	$30,848 33 $33,000 $30,000	$21,000 5	$25,667 6	$32,329 27 $37,200 $27,600	$24,804 23 $32,000 $18,000	$14,988 4	$17,780 5	$23,874 29 $30,000 $18,000	$20,806 18	$20,653 51 $25,000 $16,800	$17,750 2	$23,000 1	$21,425 4	$31,000 2
Psychology	$25,000 1	$18,400 3		$18,065 11	$35,563 8	$18,500 5	$27,000 3	$24,035 14	$27,000 4	$20,000 1	$16,800 4	$22,759 15	$20,300 5	$19,188 77 $24,000 $14,000	$16,500 4		$12,000 1	$40,000 1
Sociology				$18,086 7		$19,200 1	$27,000 1	$22,667 3	$22,637 2	$10,000 1	$19,750 2	$20,650 8	$18,000 3	$18,158 18		$16,000 1		
Social Sciences-Other	$34,000 5	$22,500 1		$19,858 12	$30,500 17	$25,000 2	$20,672 3	$31,375 8	$28,071 7	$16,800 1	$22,550 4	$24,000 4	$21,000 5	$20,385 27 $25,000 $16,992	$19,992 3	$15,000 1	$25,000 2	$31,000 1
Aerospace & Aeronautical Engineering	$22,500 1			$18,200 1				$29,673 11				$31,000 1						
Agricultural Engineering			$15,360 1										$26,500 1					
Architectural Engineering			$22,873 6					$26,813 16										
Bioengineering & Biomedical Engineering	$27,000 2				$25,000 1		$30,000 1	$27,850 4										
Chemical Engineering	$22,500 1		$30,600 2		$32,500 1		$30,700 3	$31,321 55 $35,000 $28,000				$33,600 1		$28,000 1				
Civil Engineering	$22,500 1		$24,690 23 $28,000 $20,400		$33,000 5	$31,123 3	$24,000 1	$27,354 271 $30,000 $24,000	$29,000 1	$30,000 1		$28,300 2		$26,400 1		$26,450 4	$33,058 3	$27,450 2
Computer Engineering	$28,970 20 $31,500 $26,000			$25,500 2	$30,000 1	$31,368 16	$30,589 33 $33,996 $27,000	$29,917 26 $35,350 $26,000	$28,759 4			$26,874 4		$25,233 3			$27,500 1	

Curriculum Continued

	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architectural Engineering Design	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Financial Services	Hospitality Amusement / Recreation / Fast-Food	Hospitality Hotels / Motels Full Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing	Real Estate
Electrical Engineering	$28,879 19		$30,000 1	$29,172 8	$30,400 10	$31,425 126 $34,000 $28,800	$31,800 89 $37,000 $26,000	$30,311 196 $34,000 $27,000	$33,250 2			$30,250 2		$29,500 2	$23,000 1	$33,587 1	$32,680 2	
Industrial Engineering	$29,126 39 $31,500 $26,004			$28,050 4	$30,400 5	$29,860 8	$28,173 8	$30,257 107 $34,500 $25,992	$24,000 1		$14,400 1	$26,712 8		$28,886 10				$28,000 1
Mechanical Engineering	$26,218 11		$27,631 19	$30,400 1	$28,998 2	$31,350 9	$30,037 8	$29,699 155 $33,360 $25,500	$34,196 2			$28,772 9		$30,845 4				
Metallurgical Engineering	$30,200 2					$32,500 1		$31,100 4				$27,000 1						
Mining Engineering								$22,232 10										
Nuclear Engineering								$32,040 1										
Petroleum Engineering						$30,000 1		$27,600 1										
Textile Engineering												$22,000 1						
Engineering Technology	$28,000 3		$30,000 1		$30,000 1	$29,828 10	$28,406 8	$29,296 24 $33,000 $26,000	$25,000 1			$23,065 3	$29,000 1	$22,876 4				
Industrial Technology		$23,400 1					$28,500 1	$27,000 1				$24,000 1		$27,000 3				
Agribusiness				$18,375 4	$24,827 3			$21,820 3	$15,800 1	$40,000 1	$20,400 2	$18,500 1		$20,343 7			$30,000 3	$24,996 2
Animal Sciences													$15,000 1					
Plant Sciences			$22,000 1					$12,896 1			$21,000 2			$15,000 1				
Natural Resources								$24,000 1			$20,000 2			$22,500 2				$25,000 1
Other Agricultural Sciences				$22,000 1						$13,000 1	$20,250 2							
Computer Science	$27,563 23 $30,000 $25,000		$39,900 1	$25,580 19	$29,800 5	$30,104 66 $33,800 $26,500	$27,403 231 $32,000 $22,000	$29,479 104 $33,000 $26,500	$26,644 19	$16,000 2	$25,000 1	$25,543 40 $30,000 $21,000	$24,000 2	$24,211 23 $27,500 $20,000		$26,433 3	$26,375 4	$22,000 1
Computer Programming	$28,680 3			$25,500 2		$30,460 5	$30,213 43 $35,000 $23,449	$26,295 16	$20,100 1			$25,406 5		$19,880 2				
Information Sciences & Systems	$27,619 32 $30,000 $25,200			$27,549 10	$32,400 1	$28,640 10	$23,457 78 $27,996 $16,992	$29,943 28 $31,500 $26,500	$25,600 10		$18,600 1	$25,665 25 $27,500 $23,600		$25,928 21 $26,000 $24,800			$27,064 2	
Systems Analysis							$30,500 2	$29,923 4	$24,504 1					$27,100 1				
Allied Health				$27,000 1										$17,500 1				

Curriculum - Continued

	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architectural Engineering Design	Banking (Commercial	**Banking (Investment)**	Communication Services	Computer Software & Data Processing	Consulting Services	Financial Services	**Hospitality - Amusement / Recreation / Fast-Food**	Hospitality Hotels - Motels Full Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	**Personnel Supply Services**	Protective/ Security Services	Publishing	Real Estate
Health Sciences							$39,000 1				$20,000 1		$24,000 1	$28,000 1				
Nursing															$15,000 1			
Pharmacy														$39,788 205 $42,000 $37,000				
Actuarial	$29,333 3							$31,210 10	$28,000 1	$24,600 1		$30,393 24 $33,000 $28,500				$15,240 1		
Architectural & Environmental Design			$22,245 47 $28,000 $16,800			$30,000 1		$34,750 2						$17,500 2				
Biological	$30,000 2			$11,856 1	$31,200 3		$26,000 1	$26,500 3	$30,333 3			$25,000 2		$18,080 7	$17,000 1		$15,900 2	
Chemistry	$26,000 1			$19,400 1	$31,250 2		$31,896 1	$30,257 6	$30,000 1			$24,750 2		$23,667 3				
Geological							$28,000 1	$27,193 6		$18,000 1						$18,000 1		
Mathematics (incl. Statistics)	$26,771 14		$30,000 1	$25,546 16	$29,800 15	$27,329 7	$26,491 19	$29,000 51 $34,000 $25,000	$27,250 6		$23,500 1	$26,852 69 $32,000 $22,000	$18,667 3	$25,050 4	$28,000 1		$18,500 1	$25,000 1
Physics	$28,833 3				$31,571 7	$32,000 1	$31,722 5	$26,000 1		$30,000 1				$22,000 1		$34,000 2		
Other Physical & Earth Sciences							$21,600 3					$25,000 1	$20,000 1		$16,800 1			

BACHELOR'S SUMMARY

Nontechnical Curricula	$25,877 5767 $29,500 $22,692	$19,583 89 $26,000 $14,000	$20,139 21 $24,387 $16,000	$22,732 1147 $28,000 $18,000	$28,711 300 $33,500 $21,000	$21,742 296 $28,020 $14,000	$23,683 269 $30,000 $16,800	$27,254 569 $32,500 $22,000	$23,590 623 $30,500 $16,000	$18,928 121 $23,000 $14,000	$19,808 301 $23,750 $17,500	$22,746 754 $27,000 $18,000	$21,027 116 $27,000 $17,000	$26,632 2006 $26,000 $16,800	$20,355 54 $24,000 $14,600	$20,502 16	$19,695 158 $26,400 $14,000	$22,874 83 $31,000 $16,000
Technical Curricula	$28,097 180 $31,500 $24,000	$23,400 1	$24,312 103 $30,000 $18,000	$25,636 71 $30,000 $19,000	$30,266 62 $33,000 $27,996	$30,733 264 $33,800 $27,000	$28,080 537 $34,000 $22,000	$29,095 1118 $33,420 $25,000	$27,094 54 $33,400 $22,000	$23,450 8	$20,369 13	$26,830 202 $31,200 $22,000	$21,850 10	$34,632 309 $42,000 $22,200	$19,960 5	$26,661 12	$27,331 18	$25,612 8

MBA - INEXPERIENCED - BY TYPE OF EMPLOYER

MBA - Nontechnical Undergraduate Degree	$30,762 166 $35,000 $26,000	$30,788 3		$34,612 104 $44,000 $26,500	$41,875 16	$36,144 16	$30,080 10	$35,212 95 $40,000 $30,000	$32,967 24 $45,000 $24,000	$29,500 11	$30,001 6	$32,621 17	$54,300 7	$29,716 22 $39,552 $24,000			$33,000 1	$37,714 14
MBA - Technical Undergraduate Degree	$31,207 30 $38,500 $25,008		$25,000 3	$40,700 10	$52,600 5	$32,136 15	$35,099 8	$39,600 35 $55,000 $30,000	$43,250 8	$32,667 3		$42,900 2	$30,000 1	$23,004 1				

MORE EMPLOYER CATEGORIES ON NEXT PAGE . . .

EMPLOYER CATEGORIES - Continued

Bachelor's Degree Curricula	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Research Organizations	Transportation	Utilities	Other Service Employers	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Accounting	$22,167 3	$20,309 17	$23,906 39 $27,600 $20,000	$20,778 19	$17,028 9	$20,912 134 $24,600 $18,726	$20,681 149 $24,300 $16,392	$20,078 10	$21,745 10	$21,280 12	$19,000 1	$20,185 1	$24,900 5	$23,020 32 $25,800 $19,488	$23,979 30 $26,800 $20,000	$24,260 40 $26,400 $21,000	$23,696 24 $27,300 $20,000	$25,930 78 $27,500 $24,000
Business Administration incl. Management Science	$21,993 6	$22,753 58 $26,400 $18,000	$23,372 30 $28,800 $18,000	$21,938 67 $27,300 $16,000	$19,730 13	$20,386 91 $24,000 $15,793	$23,134 21 $28,300 $19,000	$22,368 13	$19,547 15	$20,772 5	$17,000 1	$17,962 10	$15,280 5	$23,052 36 $27,300 $20,000	$20,320 10	$26,341 48 $30,000 $21,000	$24,083 30 $30,000 $17,500	$24,987 59 $30,000 $20,000
Distribution Management		$23,507 25 $24,600 $19,992		$22,997 3		$20,532 5	$19,776 1								$20,933 3	$25,645 4	$22,133 3	$25,949 15
Economics & Finance (incl. Banking)	$28,126 7	$23,406 33 $28,500 $17,000	$24,363 19	$23,645 38 $29,400 $16,300	$22,400 9	$20,394 76 $24,000 $16,800	$19,356 12	$17,840 5	$25,697 16	$21,167 6		$18,000 2	$21,948 2	$24,016 49 $25,800 $21,600	$22,143 7	$25,675 43 $28,600 $20,004	$24,085 25 $30,000 $18,000	$26,754 67 $28,680 $24,500
Hotel / Restaurant Management		$18,360 2		$20,550 6		$18,000 1		$21,300 2		$14,412 1		$23,000 1		$26,000 1			$19,500 1	
Human Resources (incl. Labor Relations)		$22,900 5		$18,000 1	$27,000 1	$21,336 8	$21,565 4	$18,500 1	$18,000 1			$12,000 1		$21,782 2	$21,750 2	$28,090 2	$22,167 9	$30,560 5
Management Information Systems	$26,967 3	$23,784 13	$27,136 14	$24,670 4	$26,967 3	$19,576 12	$24,420 7		$22,000 1				$25,200 1	$25,171 34 $27,000 $24,000	$26,574 13	$28,000 1	$27,200 3	$28,554 30 $30,000 $26,600
Marketing / Marketing Management (incl. Research)	$19,073 12	$23,032 40 $27,600 $16,800	$24,810 22 $28,500 $20,400	$20,264 63 $25,000 $16,800	$18,855 5	$18,974 26 $22,000 $15,118	$19,650 4	$23,701 6	$23,124 28 $26,496 $18,000	$23,700 4	$19,000 1	$19,100 1	$20,000 1	$22,918 8	$24,390 16	$25,493 64 $28,920 $22,000	$24,480 35 $26,500 $19,000	$25,218 148 $30,000 $21,500
Real Estate		$21,000 1				$19,110 2	$15,000 1										$32,000 2	
Advertising		$23,500 2		$20,583 6	$20,458 2	$19,000 2						$18,000 1				$26,100 2	$21,600 1	$22,128 5
Communications	$14,000 1	$17,917 6	$22,733 3	$19,148 15	$18,850 4	$19,456 12	$18,791 3	$22,000 3	$19,600 2	$18,540 5	$10,833 3	$16,757 7	$13,333 3		$20,000 2	$23,916 5	$22,213 8	$23,650 24 $28,500 $20,000
Journalism			$30,000 1	$22,600 2	$18,002 6	$20,447 7	$19,400 4		$22,250 2	$17,333 3		$17,000 3	$19,200 1	$22,800 3	$18,480 1	$20,000 1	$20,167 3	$25,150 6
Telecommunications / Broadcasting	$23,500 2	$12,583 1		$23,000 2	$14,638 2	$19,500 1			$20,000 2	$17,320 2		$19,426 1		$19,448 1		$22,900 2	$19,493 1	$26,400 2
Elementary Education					$19,146 525 $23,000 $14,328	$26,016 1	$18,232 3		$20,800 1	$14,641 52 $16,000 $13,000		$14,700 2	$12,042 2					
Pre-Elementary Education					$17,179 16					$14,400 1								
Physical Education			$21,000 1	$19,500 2	$19,236 42 $23,100 $15,540	$23,000 1	$20,000 1	$17,136 2		$21,000 2		$16,216 5	$18,700 1					$26,800 2
Special Education					$19,959 112 $24,207 $17,300		$20,000 1	$19,000 1				$17,625 4	$16,200 1					

Curriculum - Continued

	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Research Organizations	Transportation	Utilities	Other Service Employers	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Human Ecology		$15,000 2		$19,200 1	$20,490 7		$17,535 4	$19,000 4	$21,500 3			$13,807 4						$28,200 1
Textiles & Clothing	$41,600 1						$27,499 1											$25,000 1
Merchandising Management						$19,297 1												$24,600 1
Foreign Languages					$20,373 16	$18,767 9	$15,580 2				$10,500 1	$18,500 1		$22,000 1		$33,000 1		
Letters		$21,000 3	$26,250 2	$19,750 10	$18,740 63 $23,900 $12,000	$23,862 3	$18,701 9	$19,500 3	$14,467 3		$12,800 2	$16,500 2	$18,704 5	$24,000 2		$23,825 5	$17,000 1	$24,633 4
Visual & Performing Arts				$17,560 10	$17,490 43 $20,500 $13,000	$22,600 5	$15,500 2		$17,900 1	$21,000 2	$17,300 5	$25,800 2	$10,000 1	$13,000 1		$22,500 1	$28,500 2	
Humanities Other	$22,100 1	$30,000 1	$34,000 2	$19,458 3	$21,672 13	$19,591 5	$22,009 9			$20,500 2			$15,900 2		$18,000 1	$33,500 12	$20,500 2	$25,000 3
Criminal Justice	$20,000 1				$19,831 3	$23,350 11	$23,436 30 $30,000 $17,100	$18,750 2	$12,480 1	$20,500 1		$14,333 3	$12,000 1		$12,000 1	$19,000 3		$29,000 3
History		$17,850 2	$31,200 1	$25,000 1	$18,887 25 $25,000 $13,800	$20,752 11	$22,678 2		$26,122 4	$25,867 3	$11,136 1	$14,000 1	$11,750 2	$22,800 1		$26,700 2	$23,700 5	$23,300 2
Political Science / Government	$23,525 4	$22,417 6	$25,000 2	$20,138 8	$15,791 16	$20,102 30 $23,000 $15,118	$18,933 11	$22,000 1	$16,800 3	$20,120 5	$17,313 1	$16,833 3	$13,899 6	$23,733 3		$24,827 3	$20,300 2	$26,625 4
Psychology	$21,499 3	$16,200 3	$15,600 1	$19,494 7	$15,980 23 $21,600 $11,800	$18,459 15	$17,538 20 $20,000 $14,082	$18,633 19	$18,245 15	$15,588 8	$14,500 1	$15,156 38 $20,750 $10,500	$15,535 7		$17,000 2	$27,915 4	$17,875 4	$23,945 4
Sociology				$21,250 2	$11,752 1	$19,497 2	$18,321 12	$22,614 7	$16,070 10	$16,400 2		$17,232 16	$17,000 2			$17,500 1	$24,000 1	$24,500 2
Social Sciences Other	$20,000 1	$23,000 3		$20,250 4	$19,201 26 $24,000 $13,500	$20,066 15	$18,325 10	$19,535 4	$21,178 10	$22,865 3		$16,434 18	$17,650 2		$17,000 1	$21,700 6	$30,500 3	$22,500 4
Aerospace & Aeronautical Engineering		$28,310 4	$30,000 2			$25,852 35 $28,992 $21,500								$29,685 439 $31,600 $27,500		$30,026 9	$27,000 1	$30,840 1
Agricultural Engineering				$27,500 1	$28,565 1	$22,148 5	$19,000 1							$29,900 1	$26,000 4	$29,820 10	$24,687 3	
Architectural Engineering			$26,300 1		$18,600 1		$22,845 4										$25,806 13	
Bioengineering & Biomedical Engineering	$25,000 1		$30,500 1	$32,000 1		$24,921 3	$35,000 1	$18,900 1	$16,800 1					$30,807 7		$31,800 2		$28,640 3
Chemical Engineering	$31,600 16	$23,952 3	$32,129 7	$29,233 3	$25,000 1	$25,670 16	$25,645 5	$34,800 1	$32,010 2					$30,748 9	$30,283 8	$31,914 31 $33,600 $30,600	$32,142 27 $34,500 $30,000	$33,156 1137 $34,900 $32,000
Civil Engineering	$28,728 6	$24,450 124 $27,480 $22,000	$29,540 42 $32,970 $25,500	$28,604 26 $32,976 $25,343		$24,417 90 $27,532 $19,668	$26,135 370 $32,927 $22,880		$23,776 1	$30,000 2			$31,333 4	$29,290 19	$28,000 1	$28,407 11	$27,426 247 $31,200 $24,000	$30,869 23 $32,600 $28,800
Computer Engineering	$33,067 6	$24,562 5	$30,483 11		$25,200 1	$25,142 24 $30,963 $20,004	$27,552 5	$29,500 2	$24,000 1				$28,430 5	$30,256 70 $32,000 $27,996		$30,871 15	$26,050 2	$31,293 25 $33,120 $29,100

Curriculum Continued	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Research Organizations	Transportation	Utilities	Other Service Employers	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Electrical Engineering	$31,313 42 $33,800 $28,000	$28,064 7	$30,950 245 $33,100 $28,800	$30,196 24 $32,000 $26,000	$24,700 2	$24,729 381 $28,848 $20,460	$29,959 33 $32,280 $26,400	$30,000 1	$30,156 1				$31,693 3	$30,529 600 $33,000 $28,188	$28,244 9	$30,064 264 $33,000 $28,400	$30,431 42 $32,580 $28,300	$32,481 170 $34,400 $30,600
Industrial Engineering	$30,872 7	$30,227 17	$30,176 22 $31,600 $29,000	$30,350 4		$25,627 64 $30,396 $20,463	$24,197 2	$24,820 2	$29,000 1					$29,907 87 $31,200 $27,900	$29,000 2	$30,272 108 $32,400 $28,200	$29,018 26 $31,200 $24,000	$30,726 61 $32,340 $28,800
Mechanical Engineering	$30,173 21 $33,000 $28,000	$29,258 13	$30,307 127 $32,600 $28,300	$29,211 16	$30,000 1	$24,332 180 $27,500 $20,000	$26,503 24 $30,000 $20,500		$33,667 3					$29,785 573 $31,900 $27,500	$30,108 13	$30,929 736 $33,000 $28,500	$29,796 97 $32,580 $27,500	$32,242 362 $34,404 $30,000
Metallurgical Engineering	$28,248 4	$22,800 1	$28,700 3			$27,462 6		$30,600 1						$31,326 22 $33,400 $30,000	$33,800 1	$31,109 46 $32,400 $30,000	$31,200 2	$31,945 16
Mining Engineering				$25,344 1		$25,200 1	$18,768 1								$30,500 2			
Nuclear Engineering			$32,222 13	$29,705 1		$24,444 7								$30,250 2		$30,000 2	$32,000 1	$32,392 5
Petroleum Engineering		$26,440 2		$30,000 1		$20,500 4	$25,752 1									$25,200 1	$17,750 2	
Textile Engineering																		$29,600 5
Engineering Technology	$27,600 4	$28,823 7	$26,297 17	$26,416 9	$17,955 1	$25,511 4	$24,580 4							$28,448 104 $31,596 $26,000	$29,000 1	$29,119 91 $33,000 $24,000	$26,355 44 $31,200 $21,000	$29,836 17
Industrial Technology		$30,405 4	$34,030 1	$26,418 6		$20,211 9								$27,842 47 $28,992 $27,000		$29,624 10	$24,832 3	$28,920 5
Agribusiness				$21,600 1		$20,733 6									$21,093 39 $26,200 $16,300	$29,700 1		$27,996 1
Animal Sciences						$15,313 3									$19,584 15			$20,000 1
Plant Sciences				$16,250 4	$18,800 1	$16,846 5	$18,000 2								$19,653 13			
Natural Resources	$19,500 1	$22,100 1	$30,000 3		$20,400 1	$14,048 3	$16,599 5			$20,000 1	$12,480 1		$17,796 1					$22,800 1
Other Agricultural Sciences				$17,667 3		$17,523 3	$17,333 3	$12,272 1	$20,386 1		$20,000 1				$22,022 39 $29,000 $16,000	$29,736 1		$30,000 1
Computer Science	$28,821 27 $33,000 $24,000	$25,922 16	$27,106 35 $31,000 $23,490	$26,316 16	$23,009 11	$23,107 40 $30,470 $17,387	$20,739 15	$25,083 6	$16,168 3			$24,000 1		$28,838 161 $31,800 $26,000	$28,109 4	$28,854 17	$25,493 6	$29,316 46 $31,500 $27,000
Computer Programming		$26,080 1	$27,017 6		$22,880 4	$18,302 2	$23,000 1	$28,367 3	$22,500 1	$20,000 3				$29,167 3		$30,500 1		$30,150 4
Information Sciences & Systems	$21,080 1	$23,173 10	$26,266 9	$25,700 5	$21,080 1	$22,503 6	$21,288 4	$24,500 6	$23,500 3					$26,697 18	$29,500 1	$27,650 4	$28,333 3	$30,025 25 $33,600 $27,600
Systems Analysis			$25,832 3	$18,000 1			$26,135 1							$28,100 3				$34,020 1
Allied Health				$21,500 2	$19,540 5		$16,800 2	$24,778 58 $29,000 $19,700	$25,456 25 $31,000 $19,000			$24,000 1						

Curriculum - Continued	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Research Organizations	Transportation	Utilities	Other Service Employers	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Health Sciences				$13,820 2	$22,641 8	$19,000 3	$20,250 2	$25,344 12	$19,096 21 $24,600 $16,000			$16,566 2	$12,940 2				$20,000 1	$30,272 2
Nursing			$36,000 1		$26,155 2	$21,714 7	$37,000 1	$25,014 293 $30,000 $20,800	$23,757 26 $30,000 $18,000			$24,000 1				$35,000 1		$23,500 1
Pharmacy	$32,076 1			$14,240 3				$31,762 66 $38,000 $24,900	$30,047 7									$30,810 26 $35,004 $28,000
Actuarial	$14,368 3				$20,160 1					$27,800 1		$28,800 1	$19,267 3		$20,158 7		$24,000 1	
Architectural & Environmental Design		$26,400 2		$21,125 4		$35,664 1	$28,780 2	$24,000 1						$21,200 2	$20,000 1		$26,291 52 $29,400 $22,104	$29,100 1
Biological	$17,058 9			$21,641 4	$17,747 15	$20,874 8	$19,435 6	$21,892 13	$20,559 7		$10,400 1	$24,000 1	$19,497 3		$18,000 2			$23,335 19
Chemistry	$21,965 15	$25,000 1			$17,132 11	$19,277 4	$19,567 3	$21,000 2	$16,500 2				$22,250 2	$27,800 1		$28,800 1	$29,568 1	$27,857 90 $33,000 $22,800
Geological		$15,000 1	$23,099 4	$19,200 1	$11,400 1	$19,493 2	$27,000 1					$15,600 2					$25,650 2	
Mathematics (incl. Statistics)	$26,499 4	$24,380 5	$27,970 7	$22,000 2	$19,533 44 $22,300 $17,000	$23,026 29 $28,745 $18,000		$21,800 2					$26,000 1	$29,791 18		$29,846 5		$29,380 9
Physics	$29,267 3				$18,300 3	$23,727 6		$17,867 3		$18,000 1				$29,174 8			$32,000 1	$31,536 1
Other Physical & Earth Sciences					$18,783 7		$25,000 1								$24,000 1			$25,032 5

BACHELOR'S SUMMARY

Nontechnical Curricula	$22,854 45 $30,100 $16,000	$22,447 223 $27,000 $16,800	$24,516 137 $29,200 $19,500	$21,118 274 $27,200 $15,500	$19,072 985 $23,883 $13,896	$20,420 486 $24,000 $16,056	$20,544 323 $26,000 $15,500	$20,335 83 $26,000 $14,000	$21,033 128 $28,000 $14,090	$17,644 119 $24,000 $13,000	$14,885 17	$16,456 127 $21,000 $12,000	$16,809 50 $21,000 $11,500	$23,672 174 $27,300 $19,900	$23,119 80 $27,200 $17,000	$25,662 250 $30,000 $20,000	$23,769 165 $28,980 $18,000	$25,705 471 $29,400 $21,600
Technical Curricula	$28,423 171 $33,800 $19,000	$25,619 224 $31,200 $22,000	$30,072 560 $33,000 $26,400	$26,528 141 $32,000 $18,300	$19,984 123 $26,000 $15,200	$24,332 957 $29,199 $19,654	$25,819 500 $32,718 $21,153	$25,800 474 $33,000 $20,000	$23,519 106 $31,000 $17,000	$23,450 8	$14,293 3	$21,015 9	$24,710 24 $32,000 $14,400	$29,793 2194 $32,220 $27,492	$23,291 162 $30,900 $16,300	$30,697 1367 $33,000 $28,000	$28,041 577 $32,400 $24,000	$32,211 2064 $34,500 $29,340

MBA - INEXPERIENCED - BY TYPE OF EMPLOYER

MBA - Nontechnical Undergraduate Degree	$30,000 1	$32,811 18	$34,030 4	$26,833 6	$20,000 2	$24,506 13	$26,244 9	$26,750 4	$31,138 10	$24,000 2				$35,250 4	$30,000 5	$38,498 43 $44,200 $30,000	$31,983 6	$37,740 44 $43,500 $31,500
MBA - Technical Undergraduate Degree	$40,225 2	$32,000 3	$37,000 2	$35,133 3	$38,000 1	$39,000 1								$31,450 4	$39,504 2	$40,158 16	$34,950 2	$38,869 39 $48,000 $33,000

EMPLOYERS CONTINUED ON NEXT PAGE . . . —

EMPLOYER CATEGORIES Continued

Bachelor's Degree Curricula	MANUFACTURING EMPLOYERS														
	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified
Accounting	$26,210 44 $30,000 $23,088	$24,678 80 $28,020 $20,800	$24,545 36 $27,500 $20,900	$24,951 5	$22,081 21 $24,500 $18,096	$23,544 4	$25,734 7	$24,941 34 $26,000 $23,500	$25,170 220 $27,500 $23,400	$23,120 6	$26,700 2	$25,778 10	$23,398 5	$21,420 10	$24,764 16
Business Administration incl Management Science	$24,288 62 $30,940 $17,400	$24,782 58 $28,200 $19,000	$24,389 59 $28,790 $18,200	$23,721 16	$23,555 24 $27,200 $18,000		$24,664 11	$24,967 15	$24,886 47 $29,052 $22,000	$21,314 14	$21,018 5	$22,227 11	$23,517 8	$22,839 46 $26,000 $18,000	$22,327 15
Distribution Management	$24,886 7	$25,470 2	$26,575 4		$24,850 2			$27,000 1	$24,500 1					$25,512 4	$28,500 7
Economics & Finance (incl Banking)	$26,975 80 $32,000 $23,500	$26,126 106 $28,000 $23,000	$25,853 40 $29,000 $21,996	$23,516 13	$25,324 18		$24,016 10	$25,375 16	$25,346 105 $27,000 $24,000	$23,000 6	$23,630 4	$25,799 15	$25,869 9	$24,211 11	$25,984 14
Hotel / Restaurant Management			$14,500 1											$22,565 1	
Human Resources (incl Labor Relations)	$22,875 4	$24,750 4	$29,490 5	$26,000 2	$29,400 2		$22,500 2	$28,000 6	$24,925 8	$22,000 1	$21,000 1			$22,742 7	$27,000 1
Management Information Systems	$29,336 57 $32,500 $24,600	$28,807 22 $33,000 $26,000	$28,601 15	$30,375 4	$22,867 3		$25,000 3	$26,458 14	$27,690 73 $30,000 $25,000	$23,713 3	$27,300 1	$28,500 1		$18,000 2	$31,333 3
Marketing / Marketing Management (incl Research)	$22,549 69 $31,500 $16,000	$23,330 68 $27,000 $19,200	$24,070 136 $27,500 $20,004	$24,164 58 $26,400 $22,100	$23,912 17		$23,922 11	$22,831 32 $27,500 $16,640	$25,009 43 $26,500 $23,400	$21,653 30 $24,200 $19,000	$22,326 7	$24,633 12	$24,667 3	$23,731 43 $26,000 $18,000	$23,867 13
Real Estate															
Advertising	$25,333 3	$20,340 10	$21,200 2	$18,000 1					$24,000 3						$19,500 1
Communications	$25,413 11	$23,067 9	$22,691 27 $27,996 $17,000	$23,760 10	$21,867 3		$24,000 1	$25,140 5	$20,998 4	$20,000 2	$18,000 1	$20,400 1	$17,750 2	$21,761 6	$22,897 4
Journalism	$32,047 3		$24,250 2	$23,500 2					$16,000 2	$19,067 3				$19,093 3	
Telecommunications / Broadcasting	$36,000 1	$19,500 2	$17,000 1					$25,500 1	$28,500 1	$20,667 3					
Elementary Education		$28,800 1											$23,000 1		
Pre-Elementary Education															
Physical Education		$36,000 1													
Special Education															

Curriculum - Continued	MANUFACTURING EMPLOYERS														
	Computers & Business Machines	Electrical & Electronic Mach. & Equipment	Food & Beverage Processing	Household & Personal Care Products	**Metals & Metal Products**	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	**Printing**	Rubber Products	Scientific & Industrial Meas. Instruments (incl. Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	**Widely Diversified**
Human Ecology		$24,180 1	$18,500 1											$17,375 4	
Textiles & Clothing		$20,000 1	$28,000 1											$19,951 16	
Merchandising Management	$30,000 1		$20,100 2											$19,000 1	
Foreign Languages	$17,150 2	$24,502 2	$30,600 1	$18,000 1						$18,000 1				$26,000 1	
Letters	$25,720 5	$30,507 3	$25,033 6	$20,600 1				$27,500 1	$25,002 2			$20,000 1		$24,020 2	$25,000 1
Visual & Performing Arts	$25,000 2	$26,400 1	$29,000 1	$15,600 1	$19,000 1					$16,200 2				$13,000 1	
Humanities-Other	$23,000 1		$21,700 5	$21,403 3			$22,000 1	$21,800 3		$21,000 1			$32,760 1	$17,000 1	$12,000 1
Criminal Justice					$24,000 1										
History	$24,140 5	$20,967 3		$20,600 1				$24,000 1	$28,750 1	$20,136 2					$25,200 1
Political Science / Government	$24,740 2		$24,083 6	$20,400 2	$24,000 1			$25,800 4	$27,625 4	$21,100 2		$25,100 2		$23,284 2	
Psychology	$26,000 1	$24,750 2	$24,875 8		$23,367 3		$26,000 1		$20,000 1	$25,000 1	$18,000 1	$15,000 1	$14,000 1	$24,421 3	
Sociology	$32,000 1		$20,000 1	$30,000 1					$24,000 1						
Social Sciences-Other	$15,000 1	$27,325 4	$29,500 2										$29,000 2	$21,500 1	
Aerospace & Aeronautical Engineering	$30,839 4	$31,359 11									$31,500 1	$30,000 1	$31,000 1	$23,000 1	$32,300 1
Agricultural Engineering			$23,760 2												
Architectural Engineering					$28,800 1				$31,000 1						
Bioengineering & Biomedical Engineering		$28,757 8					$29,000 1		$29,800 4			$29,300 5			
Chemical Engineering	$32,159 15	$31,978 48 $34,000 $30,000	$31,925 44 $33,500 $30,300	$32,978 18	$30,373 14	$30,000 2	$33,142 12	$32,977 59 $34,800 $31,800	$33,610 462 $35,000 $32,220	$32,583 3	$33,383 63 $33,900 $32,700	$38,000 1	$30,810 7	$33,456 10	$33,496 33 $34,800 $31,800
Civil Engineering	$29,499 9	$25,538 13	$30,000 1	$31,200 3	$27,258 23 $30,000 $24,000	$29,975 4		$27,480 5	$31,703 74 $33,600 $30,000		$27,900 4	$25,150 2	$26,260 10	$33,500 1	$28,752 11
Computer Engineering	$31,091 169 $33,600 $28,000	$30,860 88 $32,600 $29,184	$31,500 2	$28,204 2	$30,175 8			$30,358 7	$30,131 29 $33,996 $26,496			$30,668 3		$27,500 1	$29,750 2

Curriculum Continued	MANUFACTURING EMPLOYERS														
	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone Clay Glass & Concrete Products	Textiles & Apparel	Widely Diversified
Electrical Engineering	$31,587 480 $33,780 $29,200	$31,216 1106 $33,204 $28,800	$31,182 28 $33,900 $28,000	$32,316 11	$31,053 87 $33,000 $29,100	$30,575 4	$32,686 7	$32,001 53 $34,300 $29,796	$32,703 125 $34,500 $30,300	$31,380 5	$31,822 18	$30,900 40 $33,996 $27,000	$30,933 9	$31,067 9	$31,722 87 $33,600 $29,040
Industrial Engineering	$29,580 48 $32,456 $27,000	$30,147 123 $32,500 $27,900	$31,030 41 $32,064 $29,120	$30,540 14	$29,880 45 $32,000 $27,000		$29,360 5	$30,540 10	$31,306 14	$28,267 3	$30,600 3	$29,823 13	$30,200 7	$27,074 18	$30,380 23 $32,400 $27,804
Mechanical Engineering	$31,291 96 $33,996 $27,600	$30,734 456 $32,830 $28,500	$31,271 84 $33,900 $28,800	$31,043 25 $33,000 $27,840	$30,193 190 $31,800 $28,440	$31,000 4	$30,892 13	$31,924 76 $33,996 $29,796	$32,330 338 $34,700 $29,224	$31,120 5	$31,582 56 $32,400 $30,000	$28,975 22 $32,000 $27,600	$30,535 23 $31,800 $29,000	$31,912 25 $34,300 $30,500	$30,415 71 $32,700 $28,440
Metallurgical Engineering	$32,453 14	$31,564 13			$30,278 103 $32,400 $27,900	$29,460 10	$31,500 1		$31,880 9				$29,675 12		$28,250 2
Mining Engineering		$22,000 1			$30,850 4	$29,503 12			$29,400 2						
Nuclear Engineering	$29,567 3	$30,986 22 $32,400 $30,000													$29,950 2
Petroleum Engineering		$30,600 1							$33,419 147 $36,780 $26,100			$32,400 1			$31,200 3
Textile Engineering								$27,000 1						$26,362 39 $31,500 $24,000	
Engineering Technology	$28,700 56 $32,000 $24,000	$28,769 98 $32,400 $24,000	$30,174 8	$32,100 1	$27,979 31 $30,840 $25,200	$18,720 1	$27,658 2	$32,540 10	$27,385 13		$26,402 10	$24,200 11	$30,329 7	$27,444 5	$30,861 15
Industrial Technology	$26,573 6	$26,732 29 $30,000 $24,000	$29,534 5		$22,500 1			$24,733 3		$20,600 2	$25,500 2	$22,497 6		$25,075 4	$26,499 3
Agribusiness	$17,000 1		$24,185 7	$31,200 1					$26,000 1						$24,000 2
Animal Sciences			$20,146 15												
Plant Sciences															
Natural Resources								$29,868 3							
Other Agricultural Sciences	$14,560 1		$23,520 21 $26,000 $20,000					$15,000 1	$22,200 1						
Computer Science	$30,438 433 $33,456 $25,200	$29,872 186 $33,000 $26,000	$27,340 5		$27,602 13	$30,160 1	$30,000 1	$27,237 5	$29,540 98 $32,000 $27,000	$31,705 4	$27,819 10	$28,589 13	$29,500 1	$26,875 4	$29,825 4
Computer Programming	$31,721 18	$30,497 4	$21,500 1					$27,060 1	$29,919 5	$18,460 1				$31,000 1	$27,000 1
Information Sciences & Systems	$26,895 37 $32,700 $20,000	$27,182 22 $31,500 $24,000	$29,243 7	$27,200 1	$27,225 8				$28,494 28 $30,400 $27,000	$28,000 1			$27,601 3	$28,433 3	$27,539 3
Systems Analysis	$33,520 3	$30,747 3							$27,625 4			$30,600 1	$30,000 1		
Allied Health												$27,500 1			

Curriculum - Continued

	MANUFACTURING EMPLOYERS														
	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	**Metals & Metal Products**	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	**Printing**	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	**Widely Diversified**
Health Sciences										**$23,500 1**		**$24,800 1**			
Nursing															
Pharmacy															
Actuarial		$29,000 1	$22,776 4												
Architectural & Environmental Design	$36,000 1	$30,000 1													
Biological	$26,750 2		$20,860 2	$12,000 1					$32,107 3			$26,200 2		$25,700 3	
Chemistry		$27,387 9	$28,622 9		**$32,500 1**				$30,300 11		$28,920 3	$19,800 1	$28,100 2	$26,000 1	**$25,650 2**
Geological			$25,000 1			$27,000 1			$30,225 4						
Mathematics (incl Statistics)	$29,189 34 $31,812 $25,000	$27,868 15	$27,500 2	$24,100 3		$30,000 1			$30,000 3			$27,000 1			**$30,086 1**
Physics	$30,514 7	$30,471 7	$32,000 1						$19,740 2			$31,500 1			**$28,167 3**
Other Physical & Earth Sciences	$18,000 1	$28,520 2			**$32,280 1**		$24,425 1								

BACHELOR'S SUMMARY

Nontechnical Curricula	$25,712 362 $32,000 $18,000	$24,997 380 $28,500 $20,000	$24,518 362 $28,800 $19,500	$23,946 121 $28,000 $20,016	**$23,643 96** **$28,000** **$18,000**	$23,544 4	$24,399 47 $27,240 $22,000	$24,780 133 $27,800 $20,000	$25,463 516 $28,600 $23,000	**$21,513 77** **$25,000** **$18,000**	$22,436 22 $26,700 $17,000	$24,425 54 $28,500 $20,000	$24,272 30 $28,000 $17,000	$22,499 165 $26,000 $17,300	**$24,648 77** **$28,500** **$19,025**
Technical Curricula	$30,746 1438 $33,600 $27,000	$30,662 2266 $33,000 $27,600	$29,438 290 $33,300 $23,000	$30,928 80 $33,000 $27,000	**$29,958 530** **$32,280** **$27,000**	$29,518 40 $32,000 $27,000	$31,283 43 $33,606 $28,000	$31,699 234 $34,000 $29,000	$32,400 1378 $35,004 $28,200	**$29,321 25** **$32,760** **$25,000**	$31,526 170 $33,600 $27,900	$28,863 126 $32,500 $22,800	$29,738 83 $32,400 $26,500	$28,607 125 $34,000 $24,000	**$30,910 289** **$33,600** **$27,000**

MBA - INEXPERIENCED - BY EMPLOYER TYPE

MBA - Nontechnical Undergraduate Degree	$35,838 41 $42,000 $28,900	$34,105 30 $43,000 $24,504	$34,971 21 $46,000 $28,000	$40,330 13	**$30,733 6**		$35,787 6	$33,865 15	$35,087 32 $41,000 $28,800		$30,775 4	$36,623 6	$34,134 7	$31,214 7	**$38,143 7**
MBA - Technical Undergraduate Degree	$37,204 21 $40,000 $30,500	$36,257 14		$43,800 3	**$32,000 3**				$37,536 25 $41,000 $31,800	**$34,000 1**	$32,500 1	$45,000 1			**$32,800 3**

Beginning salary offers to all candidates by curriculum and functional area

This diagram indicates arrrangement of data in blocks

Average	$24,876	639
90th Percentile	$28,000	
10th Percentile	$21,600	

Number of Offers

FUNCTIONAL AREA

Bachelor's Degree Curriculum	FINANCE											MARKETING					COMMUNICATIONS	
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking Corporate Finance	Investment Banking Mergers & Acquisitions	Investment Banking Real Estate	Investment Banking Sales & Trading	Financial Treasury Analysis	Portfolio Management / Brokerage	Underwriting	Advertising	Brand / Product Management	Buyer / Merchandising	Market Research	Sales	Design /Graphic Arts	Media Planning
Accounting	$25,698 $29,000 $22,500 5171	$23,406 $27,500 $18,500 1170	$21,994 19	$19,367 6	$25,000 2	$27,252 2			$25,114 $29,004 $20,300 132	$25,917 6	$18,500 1		$21,800 4	$23,000 1	$21,575 4	$25,365 17		
Business Administration (incl. Management Science)	$24,776 $29,900 $21,000 101	$22,410 $28,000 $16,000 63	$21,051 $24,000 $16,500 75	$22,326 $26,000 $18,000 43	$23,839 17	$24,433 3	$17,250 4	$26,125 4	$25,507 $32,000 $18,000 90	$21,849 $28,700 $17,000 25	$21,932 $24,500 $20,000 49	$17,080 5	$21,711 $27,300 $16,000 68	$22,680 $27,300 $18,000 102	$24,493 $31,000 $18,500 33	$21,601 $27,500 $15,600 345	$25,000 1	$19,770 2
Distribution Management		$19,776 1											$25,026 $27,960 $21,000 27	$26,587 10	$29,500 1	$12,000 1		
Economics & Finance (incl. Banking)	$26,887 $31,000 $24,000 151	$24,532 $28,000 $21,000 245	$22,144 $26,400 $18,000 183	$23,376 $27,500 $18,000 206	$26,730 $34,000 $20,400 85	$30,184 19	$24,008 13	$22,810 $29,500 $17,500 31	$26,158 $31,000 $21,000 625	$24,402 $30,000 $18,000 70	$22,094 $25,000 $16,900 71	$21,000 1	$24,265 $28,000 $19,000 28	$22,545 $26,000 $18,000 53	$25,708 12	$22,477 $29,200 $15,996 253	$24,500 1	$14,750 4
Hotel / Restaurant Management	$22,000 1									$20,000 1			$19,500 3			$19,288 5		
Human Resources (incl. Labor Relations)			$23,000 1		$16,500 1				$26,000 1	$25,750 2	$22,660 5		$32,367 3	$20,030 10	$18,000 1	$21,687 $25,500 $16,500 23		
Management Information Systems	$27,417 6	$23,931 2	$14,400 1		$22,000 1				$25,399 5		$22,000 2		$29,117 3	$30,000 1		$22,214 7	$22,450 2	
Marketing / Marketing Management (incl. Research)	$23,604 7	$21,696 7	$20,364 $24,000 $15,000 35	$20,528 $26,000 $13,992 26	$21,375 4	$25,500 2	$18,500 2	$20,701 3	$23,033 $27,000 $19,000 32	$23,108 13	$21,766 $28,000 $17,000 25	$21,407 $27,996 $16,000 24	$23,272 $31,000 $18,000 123	$22,114 $26,000 $18,500 217	$23,650 $28,140 $18,000 83	$22,994 $28,000 $18,000 934		$30,000 1
Real Estate							$26,667 3		$25,067 3		$21,500 2					$22,143 7	$21,996 1	
Advertising		$21,000 1			$21,600 1						$18,700 1	$18,582 17	$20,000 2	$17,433 3	$20,000 1	$20,188 $25,000 $15,000 48	$18,129 3	$20,200 5
Communications	$17,000 1	$18,814 7	$26,340 5		$31,000 1			$22,000 1	$22,750 5	$23,833 3	$22,375 4	$19,788 8	$22,254 13	$21,783 6	$20,409 9	$21,849 $27,000 $16,000 156	$10,000 1	$19,675 4
Journalism		$12,000 1						$20,000 1		$22,000 1	$18,464 2	$16,769 13	$20,000 2	$23,167 3	$24,696 1	$20,932 $25,000 $17,000 31	$25,200 1	
Telecommunications / Broadcasting														$20,709 11		$19,790 $24,000 $15,000 20	$15,000 1	$15,138 2
Elementary Education									$18,004 3							$25,600 3		
Pre-Elementary Education																		
Physical Education													$21,000 3			$24,350 4		
Special Education																		

FUNCTIONAL AREA

Curriculum Continued	FINANCE											MARKETING					COMMUNICATIONS	
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking Corporate Finance	Investment Banking Mergers & Acquisitions	Investment Banking Real Estate	Investment Banking Sales & Trading	Financial Treasury Analysis	Portfolio Management / Brokerage	Underwriting	Advertising	Brand / Product Management	Buyer / Merchandising	Market Research	Sales	Design Graphic Arts	Media Planning
Human Ecology				$18,300 1										$26,000 1	$18,580 1	$17,300 4	$19,200 1	
Textiles & Clothing													$19,953 6	$19,700 81 $22,000 $17,000		$25,425 4	$18,000 1	
Merchandising Management												$19,000 1	$17,000 1	$20,667 9		$23,650 4		
Foreign Languages	$22,800 1		$16,000 2	$24,750 2					$19,600 1	$22,000 2	$24,000 1	$20,000 3	$18,000 1	$22,660 5	$19,250 2	$18,350 8		
Letters	$30,000 1	$22,600 2	$20,257 7					$15,600 1	$28,185 14	$25,500 4	$20,238 4	$19,929 7	$26,245 7	$21,100 11	$20,647 6	$20,672 31 $23,500 $18,000		$21,000 2
Visual & Performing Arts	$37,000 1	$12,000 1		$16,800 1					$17,000 1		$21,748 2	$11,612 2	$24,332 3	$27,748 2	$23,200 2	$21,000 8	$17,917 19	$22,000 1
Humanities Other		$24,933 3	$20,067 3		$26,910 2				$30,500 3		$20,711 7	$26,000 1	$24,500 2	$21,065 10		$21,881 24 $27,500 $18,000	$16,400 3	$18,115 5
Criminal Justice			$20,100 2	$19,090 1							$21,000 2		$30,506 2		$17,600 1	$23,500 5		
History			$25,613 6	$25,833 3	$30,720 9	$28,750 2	$28,000 1	$30,000 3	$30,789 18		$26,000 2	$27,000 1	$20,000 2	$23,457 7	$12,672 1	$22,353 21 $26,400 $18,000	$21,600 1	
Political Science Government	$27,800 5	$30,000 1	$18,243 7	$32,000 1	$31,000 2			$32,250 2	$30,214 40 $36,000 $25,000	$22,000 3	$20,838 7	$19,000 1	$16,290 6	$22,550 10	$24,533 3	$22,668 50 $27,500 $16,000	$25,000 1	
Psychology	$25,000 1	$24,600 1	$27,878 8		$31,000 1				$26,833 6	$23,500 2	$21,429 7		$20,583 6	$20,371 22 $24,000 $17,000	$22,185 8	$19,436 40 $25,000 $12,000		
Sociology			$18,167 3	$16,700 3						$21,000 2	$19,733 3		$10,000 1	$21,500 2	$25,000 1	$22,998 12		
Social Sciences Other	$41,250 2	$19,800 1	$19,250 6	$22,500 2	$29,380 5				$29,861 18				$18,000 1	$22,833 6	$34,000 1	$23,199 21 $30,000 $19,992		$22,500 1
Aerospace & Aeronautical Engineering			$18,200 1										$28,800 1					
Agricultural Engineering																	$15,360 1	
Architectural Engineering																		
Bioengineering & Biomedical Engineering																$26,795 4		
Chemical Engineering						$34,200 1							$32,368 3		$33,083 21 $33,180 $32,820	$31,636 26 $34,500 $26,500		
Civil Engineering		$30,000 1						$30,000 2	$34,167 3		$27,600 1		$31,730 2		$29,400 3	$27,710 10	$24,568 8	
Computer Engineering	$24,000 1													$22,300 1	$30,800 1	$30,657 8	$28,000 1	

FUNCTIONAL AREA

Curriculum Continued	FINANCE											MARKETING					COMMUNICATIONS	
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Underwriting	Advertising	Brand / Product Management	Buyer / Merchandising	Market Research	Sales	Design /Graphic Arts	Media Planning
Electrical Engineering	$32,033 3	$34,100 1			$30,250 2			$32,496 1	$32,750 4				$32,150 4	$28,933 3	$31,806 8	$29,930 71 $31,900 $27,000	$34,000 1	
Industrial Engineering	$25,500 2	$27,800 1				$30,000 1			$30,300 2				$28,961 10	$30,600 1	$30,497 8	$29,593 32 $33,000 $26,784		
Mechanical Engineering				$31,400 1		$27,996 1			$30,000 1		$31,500 1		$29,367 3	$28,867 3	$31,710 12	$30,209 75 $32,400 $28,000	$31,867 3	
Metallurgical Engineering													$31,200 1			$31,416 4		
Mining Engineering																		
Nuclear Engineering																		
Petroleum Engineering		$38,100 1											$32,496 1			$30,600 1		
Textile Engineering											$22,000 1		$24,000 1			$25,600 5		
Engineering Technology													$26,235 6	$28,480 5		$26,121 40 $30,600 $23,000	$23,000 2	
Industrial Technology													$32,000 1	$22,566 2		$15,500 2		
Agribusiness			$18,000 1	$18,500 1	$32,000 1		$20,850 4		$15,800 1	$21,120 1	$18,480 1		$21,000 1	$19,000 1	$16,300 1	$22,770 22 $26,200 $18,500		
Animal Sciences													$21,300 5	$17,433 2		$21,125 4		
Plant Sciences																$17,316 6		
Natural Resources														$25,000 1		$22,800 1		
Other Agricultural Sciences				$22,000 1									$24,500 1	$23,250 4	$30,000 1	$20,500 3		
Computer Science	$28,500 2	$16,000 1		$22,000 1				$35,000 1	$26,000 5				$28,425 4	$50,000 1	$33,100 2	$29,325 4		$33,800 1
Computer Programming									$28,500 1									
Information Sciences & Systems	$28,840 5	$23,000 1			$32,400 1					$26,000 1	$25,000 1		$19,000 1			$21,300 2		$29,250 2
Systems Analysis																		
Allied Health																$22,500 2		

CONTINUED ...

FUNCTIONAL AREA

	FINANCE											MARKETING					COMMUNICATIONS	
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking Corporate Finance	Investment Banking Mergers & Acquisitions	Investment Banking Real Estate	Investment Banking Sales & Trading	Financial Treasury Analysis	Portfolio Management / Brokerage	Underwriting	Advertising	Brand Product Management	Buyer Merchandising	Market Research	Sales	Design Graphic Arts	Media Planning
Health Sciences									$39,000 1				$31,644 1	$18,400 1		$25,733 3		
Nursing																$23,500 1		
Pharmacy													$35,040 1			$27,551 7		
Actuarial									$16,848 1							$22,564 3		
Architectural & Environmental Design															$29,700 3	$11,000 1	$19,900 2	
Biological		$27,600 1	$11,856 1						$31,920 5	$25,000 1	$20,000 1		$24,150 2		$15,420 1	$23,406 20 $30,000 $17,000		
Chemistry			$19,400 1		$30,000 1				$32,500 1	$30,000 1				$18,000 1	$27,450 4	$26,902 25 $29,400 $24,960		
Geological																$25,000 1		
Mathematics (incl. Statistics)	$24,200 5	$16,900 2	$21,840 1		$28,800 5				$29,565 17	$24,250 2	$21,650 6			$18,000 1	$30,965 4	$26,041 4		
Physics	$30,000 1	$23,500 1							$31,571 7							$31,200 1		
Other Physical & Earth Sciences										$25,000 1						$22,738 6		

BACHELOR'S SUMMARY

Nontechnical Curricula	$25,721 5449 $29,496 $22,500	$23,504 1506 $27,500 $18,500	$21,728 365 $26,400 $16,992	$22,826 296 $27,144 $18,500	$26,511 131 $32,000 $20,000	$28,922 28 $33,000 $24,500	$22,874 23 $33,000 $15,000	$23,605 46 $30,000 $17,500	$26,191 1006 $31,000 $20,000	$23,704 134 $30,000 $18,000	$21,797 197 $25,000 $17,500	$19,358 84 $26,000 $14,000	$22,945 317 $28,992 $17,000	$21,849 591 $26,000 $17,500	$23,447 171 $30,000 $17,000	$22,324 2086 $28,000 $16,000	$18,768 37 $25,000 $13,000	$19,096 27 $22,500 $12,275
Technical Curricula	$27,542 19	$25,390 10	$17,859 5	$23,475 4	$29,880 10	$30,732 3	$20,850 4	$31,874 4	$29,919 50 $35,000 $23,000	$25,080 7	$22,873 12		$28,008 49 $32,500 $22,500	$25,548 27 $31,200 $18,000	$31,061 69 $33,360 $27,001	$27,762 394 $32,000 $22,000	$25,290 18	$30,767 3

More Job Functions On Next Page ...

FUNCTIONAL AREA CATEGORIES -Continued . . .

Bachelor's Degree Curricula	COMMUNICATIONS				PUBLIC ADMINISTRATION							SOCIAL SERVICES				ENGINEERING		
	On Air Reporting	Production	Public Relations	Writing/Editing	Executive, Legislative, & General	Finance Taxation Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Administration	Counseling	Fundraising Development	Social Work	Bioengineering	Design/ Construct	Environmental/ Sanitation
Accounting		$25,500 1			$20,378 6	$24,226 119 $26,496 $19,000	$20,000 1	$18,175 4	$23,000 2	$33,085 2		$23,173 6	$23,000 1					
Business Administration incl. Management Science		$21,092 13	$20,308 12	$16,700 2	$20,036 9	$22,639 7	$15,000 1		$21,171 25 $24,000 $16,800			$22,114 50 $30,000 $14,040	$22,875 4	$15,600 1	$16,385 3		$26,800 9	
Distribution Management									$19,800 1									
Economics & Finance (incl. Banking)			$23,167 3	$30,033 9	$21,435 6	$24,618 26 $27,700 $21,000	$22,131 12		$20,725 18	$21,167 3	$21,000 2	$23,527 14	$16,000 1	$21,599 4			$31,875 4	$25,000 1
Hotel / Restaurant Management												$23,000 3						
Human Resources (incl. Labor Relations)		$21,938 1	$19,833 3	$17,518 1	$20,083 3		$20,000 1	$36,000 1	$24,000 1									
Management Information Systems			$11,500 1					$33,000 1	$21,440 5			$22,838 4						
Marketing / Marketing Management (incl. Research)		$24,667 3	$19,383 7	$13,273 1	$18,000 3	$23,650 2	$21,000 1		$21,085 7			$21,191 21 $24,000 $16,992	$20,750 2		$19,493 1		$25,000 1	
Real Estate									$18,726 1		$21,000 1						$32,000 2	
Advertising			$18,030 4	$25,000 1	$20,000 1							$17,000 1						
Communications	$14,000 3	$14,414 5	$17,611 37 $22,000 $12,000	$20,760 20 $25,200 $15,000	$16,833 3	$25,000 1		$29,500 2	$20,333 3	$10,000 1	$27,000 1	$19,017 6	$14,000 4	$18,765 3	$16,000 1			
Journalism	$20,000 1	$18,147 3	$19,738 15	$19,160 52 $27,000 $13,750	$18,000 1			$25,000 2	$23,020 2			$19,548 2		$18,000 1				
Telecommunications / Broadcasting	$17,375 4	$15,973 11	$15,781 3	$22,328 5														
Elementary Education								$18,197 1	$26,016 1			$17,167 3	$12,000 1		$15,000 1			
Pre-Elementary Education																		
Physical Education					$17,000 1				$23,000 1		$14,560 1	$19,678 5		$20,000 1				
Special Education													$17,000 1		$11,500 1			

CONTINUED ...

	COMMUNICATIONS				PUBLIC ADMINISTRATION							SOCIAL SERVICES				ENGINEERING		
	On-Air Reporting	Production	Public Relations	Writing/Editing	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Administration	Counseling	Fundraising/ Development	Social Work	Bioengineering	Design/ Construct	Environmental/ Sanitation
Human Ecology						$22,000 1					$16,640 1	$20,200 1	$15,557 2		$13,037 3			
Textiles & Clothing																		
Merchandising Management			$22,250 1															
Foreign Languages			$19,250 2		$14,560 1				$19,900 4	$18,700 1		$18,388 2			$16,600 1			
Letters		$27,500 2	$16,879 13	$18,817 49 $24,000 $15,000	$19,400 3			$20,000 2	$26,787 1			$19,520 10	$18,000 1				$27,500 2	
Visual & Performing Arts			$17,568 2	$16,773 3	$15,500 2				$22,000 3			$22,123 5		$16,500 1				
Humanities Other			$39,500 2	$20,000 1	$22,320 4			$17,400 2	$25,462 1			$29,767 3		$18,800 2	$23,873 4			$22,100 1
Criminal Justice			$30,500 1				$20,716 3	$22,716 49 $30,000 $16,851		$20,700 1		$16,100 4	$18,400 3		$16,072 6			
History		$15,000 1	$22,000 1	$18,333 3			$14,700 1		$21,788 8			$23,623 11	$12,750 2	$12,000 1				
Political Science/ Government		$25,225 2	$27,667 3	$17,000 2	$18,853 10	$26,500 2	$20,000 1	$19,082 4	$21,145 11	$21,446 5		$17,423 14	$18,492 1	$13,250 2			$25,200 1	
Psychology		$24,200 1	$18,897 3	$18,000 1	$17,090 1	$15,500 1	$19,000 1	$17,167 3	$18,246 9		$17,000 1	$17,609 23 $20,000 $14,000	$16,508 45 $21,000 $12,000	$18,000 1	$15,641 21 $18,000 $12,500			
Sociology			$21,747 2		$19,500 1			$19,438 4			$25,500 1	$18,931 6	$19,370 10		$16,385 22 $19,500 $13,750			
Social Sciences Other			$24,365 3	$22,667 3	$17,840 3				$21,183 8		$21,856 6	$17,900 7	$15,647 9		$16,632 20 $19,396 $13,700			
Aerospace & Aeronautical Engineering									$24,015 6	$35,056 2						$27,104 3	$29,327 110 $31,272 $25,920	
Agricultural Engineering							$18,800 1									$26,500 1	$25,467 3	$20,220 2
Architectural Engineering																	$25,788 27 $28,000 $22,800	$22,890 1
Bioengineering & Biomedical Engineering																$27,569 8	$32,000 1	
Chemical Engineering									$26,360 5							$32,934 26 $34,750 $31,000	$32,236 81 $34,800 $30,004	$31,469 56 $33,300 $26,080
Civil Engineering		$26,700 2	$21,999 2			$27,600 1			$21,062 8	$24,410 1	$25,584 13	$24,580 3		$26,400 1		$28,176 2	$26,570 907 $32,000 $22,880	$27,947 142 $32,976 $24,000
Computer Engineering		$15,738 1										$30,000 1					$30,576 15	$31,000 1

FUNCTIONAL AREA

	COMMUNICATIONS				PUBLIC ADMINISTRATION							SOCIAL SERVICES				ENGINEERING		
	On Air Reporting	Production	Public Relations	Writing/Editing	Executive, Legislative, & General	Finance Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Administration	Counseling	Fundraising/ Development	Social Work	Bioengineering	Design/ Construct	Environmental/ Sanitation
Electrical Engineering		$31,944 10	$26,000 1	$30,000 1	$23,806 1	$20,880 1		1	$24,154 30 $28,500 $19,654	$25,289 4		$29,000 1				$31,138 8	$30,675 582 $33,600 $27,500	$29,785 9
Industrial Engineering				$33,000 1					$25,146 5			$29,028 6	$27,350 2			$31,270 2	$28,184 36 $30,600 $24,000	$26,675 3
Mechanical Engineering		$32,120 5		$20,000 1			$25,000 1		$21,444 10				$30,000 1			$31,210 10	$30,118 729 $33,000 $27,000	$29,899 24 $33,000 $26,400
Metallurgical Engineering		$30,600 1								$30,900 2		$24,000 1					$29,285 18	$19,500 1
Mining Engineering																	$25,117 4	$21,931 8
Nuclear Engineering									$19,000 1							$29,000 1	$29,211 4	$31,590 2
Petroleum Engineering									$27,000 2								$28,975 10	$26,676 2
Textile Engineering																	$26,440 5	
Engineering Technology		$28,500 1	$26,467 3							$25,343 1		$22,500 2					$28,278 174 $32,844 $24,000	$29,000 3
Industrial Technology				$22,300 2					$20,208 1								$27,488 17	
Agribusiness		$21,996 1	$30,000 3								$24,960 1	$20,700 2						
Animal Sciences																		
Plant Sciences								$21,000 1										
Natural Resources												$12,480 1			$19,493 1		$30,000 1	$21,396 3
Other Agricultural Sciences																		
Computer Science		$29,655 1		$37,000 1	$28,128 1	$25,250 2			$19,886 4	$25,378 1		$21,275 3					$29,152 15	$30,500 2
Computer Programming																	$30,400 1	
Information Sciences & Systems							$25,800 1		$22,386 2									
Systems Analysis									$18,000 1							$40,560 1		
Allied Health												$20,500 2	$15,600 1		$18,000 1			

	COMMUNICATIONS				PUBLIC ADMINISTRATION							SOCIAL SERVICES				ENGINEERING		
	On-Air Reporting	Production	Public Relations	Writing/Editing	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Administration	Counseling	Fundraising / Development	Social Work	Bioengineering	Design/ Construct	Environmental/ Sanitation
Health Sciences									$21,000 1			$10,880 1	$17,167 3		$22,000 1			
Nursing												$24,000 1	$36,000 1					
Pharmacy																		
Actuarial		$14,400 1										$21,679 5		$28,800 1				$15,240 1
Architectural & Environmental Design									$35,664 1			$19,756 3					$26,395 17	$30,000 1
Biological				$18,933 3					$22,338 2		$20,500 1	$26,350 2				$21,000 1		$27,500 2
Chemistry				$24,500 1	$19,000 1			$19,350 2	$25,000 1			$21,800 3					$33,600 3	$20,000 1
Geological											$17,247 2					$28,812 1	$29,000 3	$20,570 8
Mathematics (incl. Statistics)				$18,500 1		$27,533 3			$24,000 2			$19,789 3				$24,600 1	$27,600 1	
Physics									$23,033 3				$22,000 2			$32,240 1	$32,300 3	
Other Physical & Earth Sciences				$25,000 1					$25,000 1			$16,800 1						

BACHELOR'S SUMMARY

Nontechnical Curricula	$16,438 8	$19,593 43 $27,000 $13,000	$19,647 124 $27,200 $13,000	$19,935 153 $27,500 $14,000	$19,354 58 $25,000 $15,000	$24,178 159 $27,500 $19,000	$20,792 22 $24,000 $18,720	$22,165 75 $33,000 $15,000	$21,072 112 $24,000 $16,800	$22,023 13	$21,060 14	$20,715 201 $28,800 $14,000	$17,042 87 $22,800 $11,800	$18,052 17	$16,433 84 $20,000 $12,480		$28,311 19	$23,550 2
Technical Curricula		$29,318 23 $34,800 $21,996	$26,600 9	$24,117 12	$23,995 3	$25,940 7	$23,200 3	$19,900 3	$23,409 86 $28,500 $19,200	$28,018 11	$24,267 17	$22,718 41 $30,000 $14,560	$23,180 10	$27,600 2	$19,831 3	$30,924 66 $33,600 $26,000	$28,853 2767 $33,000 $23,952	$28,306 272 $33,000 $22,806

FUNCTIONAL AREA CATEGORIES - Continued

Bachelor's Degree Curricula	ENGINEERING									COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS					
	Manufacturing Industrial	Systems Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Other Engineering	Computer Programming	Information Systems	Systems Analysis & Design	Actuarial	Agricultural Natural Resources	Architecture	Consulting	Human Resources/ Industrial Relations	Management Trainee
Accounting	$24,806 8	$28,333 3				$23,000 1		$34,512 1		$19,800 6	$28,467 3	$25,110 4	$23,000 1	$24,000 1		$27,097 47 $30,000 $24,000	$26,000 3	$23,153 44 $28,200 $18,000
Business Administration incl. Management Science	$25,783 25 $30,000 $22,100	$24,975 4	$19,000 1	$26,125 4		$29,100 1	$26,800 4	$31,500 1		$24,301 16	$23,927 19	$26,017 27 $30,900 $19,493	$26,845 5	$22,698 4		$26,718 103 $30,800 $24,000	$22,729 74 $28,000 $18,000	$21,261 684 $26,580 $17,000
Distribution Management	$27,267 3										$26,250 2							$23,456 51 $26,580 $19,200
Economics & Finance (incl. Banking)	$25,800 1	$25,657 14	$34,000 1	$33,017 6		$22,350 4	$18,000 1	$32,623 4		$24,641 15	$26,530 37 $31,500 $23,500	$26,249 25 $29,000 $22,000	$28,740 11			$27,940 293 $33,000 $24,500	$23,429 15	$23,013 429 $29,500 $18,000
Hotel / Restaurant Management																$30,000 1	$19,804 3	$19,519 181 $22,000 $17,500
Human Resources (incl. Labor Relations)	$25,115 6						$27,000 1	$28,000 1		$26,000 1				$20,500 1		$25,733 9	$23,980 65 $31,000 $18,000	$21,338 55 $25,008 $18,200
Management Information Systems	$26,550 2	$27,360 19		$29,549 6		$28,200 1	$35,040 1	$31,200 1		$26,541 170 $30,500 $22,500	$26,210 193 $30,000 $23,000	$27,723 123 $32,100 $24,000				$27,998 85 $31,000 $25,000	$23,000 1	$26,528 21 $31,300 $20,000
Marketing: Marketing Management (incl. Research)	$25,200 2						$19,500 1	$20,500 1		$24,200 4	$27,675 4	$24,750 6	$22,500 2			$25,484 25 $26,400 $24,000	$20,561 14	$21,486 465 $26,000 $18,000
Real Estate											$19,493 1					$26,750 2		$21,500 5
Advertising							$24,000 1									$19,000 2	$16,500 1	$19,072 18
Communications											$22,200 1	$30,000 1				$23,421 7	$23,071 11	$20,464 104 $26,000 $16,500
Journalism											$25,000 1	$19,500 2				$20,667 3	$19,400 3	$21,825 36 $26,000 $17,000
Telecommunications Broadcasting					$33,000 1		$19,448 1			$32,400 2						$32,000 3		$21,897 8
Elementary Education												$20,000 1				$20,000 1		$21,000 1
Pre-Elementary Education																		
Physical Education																$24,000 1		$20,996 2
Special Education																		$16,640 1

Curriculum - Continued

	ENGINEERING									COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS					
	Manufacturing/ Industrial	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Other Engineering	Computer Programming	Information Systems	Systems Analysis & Design	Actuarial	Agricultural/ Natural Resources	Architecture	Consulting	Human Resources/ Industrial Relations	Management Trainee
Human Ecology						$24,180 1				$22,000 3				$22,500 2		$14,500 2	$17,500 1	$18,500 12
Textiles & Clothing	$25,667 3															$41,600 1		$17,793 30 $22,000 $13,000
Merchandising Management																$30,000 1		$18,873 55 $21,800 $16,000
Foreign Languages										$24,600 1	$19,500 1			$13,500 1		$26,893 7	$33,000 1	$22,497 18
Letters						$18,000 1		$32,592 1			$29,533 3	$32,000 2	$21,000 1	$30,000 1		$23,681 11	$25,333 6	$21,476 75 $26,004 $17,500
Visual & Performing Arts										$30,000 1					$17,333 3	$27,000 1	$19,000 1	$16,767 12
Humanities-Other	$26,000 1									$32,760 1	$39,000 1					$29,775 4	$31,550 4	$20,302 39 $23,004 $17,000
Criminal Justice	$24,000 1													$12,000 1				$19,467 3
History						$35,000 1					$28,750 1	$24,600 1				$27,287 16	$18,225 4	$22,153 47 $30,000 $18,000
Political Science-Government		$25,000 1								$24,800 3	$28,650 2			$24,000 1		$31,877 22 $37,200 $27,500	$20,957 12	$21,920 85 $28,000 $16,500
Psychology	$14,000 1	$27,000 1	$21,500 1			$15,500 2	$27,500 1			$25,867 3	$33,500 1	$24,000 1		$18,000 1		$24,545 11	$18,893 18	$19,673 59 $25,000 $15,000
Sociology										$11,500 1	$27,000 1					$18,440 5	$18,000 1	$18,261 22 $22,000 $14,500
Social Sciences-Other				$14,000 1							$20,000 1	$23,500 1	$22,000 1	$16,757 2		$28,486 13	$23,996 7	$21,234 35 $28,000 $16,800
Aerospace & Aeronautical Engineering	$29,159 74 $31,018 $27,000	$30,182 22 $31,750 $27,846	$30,000 12	$28,626 10	$31,617 7	$29,945 83 $31,800 $27,000	$28,953 52 $30,940 $26,548	$29,705 23 $31,968 $27,996	$29,871 91 $31,800 $27,600	$29,347 3		$29,536 11	$31,000 1			$28,833 9		$24,164 3
Agricultural Engineering	$28,430 11		$25,310 2			$28,471 4		$19,500 1	$29,550 2					$19,000 1				$29,000 1
Architectural Engineering						$28,000 1	$26,850 4		$27,000 3						$22,873 6	$25,000 1		
Bioengineering & Biomedical Engineering	$31,950 2	$30,550 4		$30,160 1	$29,000 1	$28,138 8	$23,967 3	$31,633 3	$30,800 4		$30,000 1	$31,800 1				$27,280 5		$25,000 1
Chemical Engineering	$32,958 241 $34,700 $31,500	$32,247 11	$31,275 4	$31,167 6	$34,800 2	$33,026 303 $34,600 $31,800	$32,653 41 $34,800 $31,000	$33,212 1024 $35,000 $31,500	$33,057 226 $34,500 $31,800			$31,828 4				$31,190 17	$24,000 1	$32,344 15
Civil Engineering	$28,045 56 $32,500 $24,660	$28,914 3	$29,362 6	$30,360 3		$28,191 14	$26,316 14	$29,575 59 $32,600 $25,200	$27,428 66 $32,500 $21,960	$28,867 2	$38,250 2	$30,498 2		$22,321 6	$25,500 2	$28,209 77 $33,250 $24,600	$19,200 2	$27,400 7
Computer Engineering	$31,385 38 $32,760 $30,000	$30,925 71 $34,152 $27,900	$30,542 5	$30,411 117 $33,000 $27,500	$31,280 38 $33,600 $29,100	$32,197 16	$30,397 11	$29,330 13	$31,203 53 $33,500 $30,000	$29,702 113 $32,760 $25,492	$26,721 9	$28,233 45 $32,000 $24,000				$29,479 29 $32,000 $26,000		$30,995 5

Curriculum Continued

	ENGINEERING									COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS					
	Manufacturing/ Industrial	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Other Engineering	Computer Programming	Information Systems	Systems Analysis & Design	Actuarial	Agricultural/ Natural Resources	Architecture	Consulting	Human Resources/ Industrial Relations	Management Trainee
Electrical Engineering	$30,953 795 $33,000 $28,596	$30,621 252 $33,000 $27,600	$30,375 330 $33,000 $26,000	$30,775 232 $34,000 $27,000	$30,987 365 $33,500 $28,000	$30,499 374 $34,008 $25,343	$29,706 223 $33,000 $25,000	$30,776 318 $34,000 $25,343	$30,304 414 $33,240 $25,340	$33,917 24 $38,000 $31,200	$31,100 33 $33,600 $28,000	$31,201 56 $33,504 $28,000	$34,750 2	$21,502 3		$30,469 126 $34,000 $27,000		$30,429 58 $33,300 $28,000
Industrial Engineering	$29,654 477 $32,700 $25,400	$30,139 27 $32,400 $29,000	$30,533 3	$34,000 5	$30,700 3	$30,007 18	$30,069 13	$29,474 48 $32,400 $24,000	$30,173 79 $33,000 $28,000	$29,675 3	$29,000 8	$27,649 7				$30,085 124 $34,000 $26,500	$29,500 1	$29,247 31 $31,500 $24,996
Mechanical Engineering	$30,679 1299 $33,000 $27,996	$30,343 44 $32,500 $28,000	$29,797 125 $32,400 $26,000	$29,155 24 $31,500 $27,000	$30,816 38 $33,000 $28,700	$30,582 240 $33,600 $26,400	$29,207 119 $32,500 $25,000	$31,359 518 $34,200 $28,000	$30,636 423 $33,000 $28,000	$31,200 2	$28,000 1	$30,040 16	$24,053 3	$27,502 2	$21,060 2	$29,624 81 $33,996 $25,500	$32,700 1	$30,926 48 $32,700 $29,700
Metallurgical Engineering	$30,924 126 $33,000 $29,000	$32,500 1	$33,600 1	$31,500 2		$30,534 35 $33,000 $28,500	$27,903 11	$31,099 51 $32,400 $30,000	$31,137 13		$33,400 1					$29,667 3		$29,250 2
Mining Engineering	$31,133 3						$30,400 2	$28,975 12	$28,920 2					$27,672 2		$19,872 1		
Nuclear Engineering	$30,027 3	$31,500 1	$32,175 10			$32,138 8	$28,596 4	$31,000 3	$31,098 17			$31,200 1				$30,873 2		$25,300 1
Petroleum Engineering	$35,720 24 $36,780 $33,600		$30,000 1			$33,204 5	$21,600 1	$32,997 110 $36,600 $25,200	$29,534 6									$30,000 1
Textile Engineering						$29,000 1	$24,500 2	$31,480 5										$26,288 26 $30,000 $24,000
Engineering Technology	$29,709 152 $34,236 $25,000	$29,105 8	$27,449 13	$30,842 13	$28,548 15	$28,310 22 $32,400 $25,000	$26,603 24 $31,500 $22,000	$28,828 50 $33,000 $22,000	$28,669 33 $31,200 $25,200	$25,086 9	$26,117 5	$28,230 14	$26,600 1			$28,657 7	$24,989 4	$26,616 19
Industrial Technology	$27,206 73 $30,000 $24,500	$26,736 1	$28,708 5	$29,400 3		$21,996 5	$27,421 4	$27,866 7	$27,737 17	$27,000 1		$23,000 1				$27,000 1	$27,000 2	$24,257 7
Agribusiness						$27,050 2					$31,200 1			$23,148 22 $28,800 $18,500			$22,000 1	$19,306 17
Animal Sciences	$18,693 2													$18,666 14		$19,500 1		$19,565 6
Plant Sciences														$17,929 15		$18,000 2		$21,750 4
Natural Resources								$29,868 3						$16,304 6		$24,750 2	$17,559 2	$21,500 5
Other Agricultural Sciences	$23,167 3					$26,000 1	$18,400 3							$21,350 50 $26,000 $15,500				$22,347 12
Computer Science	$29,886 59 $32,500 $27,900	$29,371 60 $32,447 $24,600	$31,185 4	$30,685 255 $33,996 $26,400	$31,202 8	$32,514 18	$29,681 4	$32,136 10	$29,497 11	$27,886 705 $32,160 $22,000	$27,614 131 $32,500 $19,493	$28,593 309 $32,500 $24,500	$27,000 1			$29,237 71 $32,500 $26,500		$27,279 18
Computer Programming		$30,160 10		$32,802 19		$32,500 1	$18,000 1	$31,500 1	$29,220 1	$26,908 80 $32,160 $19,800	$32,322 2	$30,927 7				$27,340 5		
Information Sciences & Systems		$26,483 13		$25,847 11			$26,400 1	$30,000 1		$26,390 170 $31,104 $22,000	$24,740 89 $30,500 $16,992	$27,544 80 $30,000 $24,000				$27,989 37 $31,500 $24,500	$32,400 3	$26,840 5
Systems Analysis		$30,747 3	$27,150 2					$31,000 1		$24,504 1	$30,000 1	$28,414 17				$31,250 2		
Allied Health																		

Continued . . .

	ENGINEERING									COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS					
	Manufacturing/ Industrial	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Other Engineering	Computer Programming	Information Systems	Systems Analysis & Design	Actuarial	Agricultural/ Natural Resources	Architecture	Consulting	Human Resources/ Industrial Relations	Management Trainee
Health Sciences																$30,000 1	$26,000 1	$22,867 3
Nursing																$21,000 1		
Pharmacy	$30,000 2					$35,004 1							$30,720 1					
Actuarial						$14,253 4		$29,000 1					$30,290 39 $33,000 $28,000	$23,400 2		$33,000 1		$20,784 2
Architectural & Environmental Design	$30,000 1						$27,996 1	$27,543 26 $29,400 $24,696	$29,400 1					$20,000 1	$22,332 56 $26,800 $16,800			$25,559 5
Biological	$31,500 1					$21,084 9	$19,696 6	$31,000 1			$26,500 1	$26,000 1		$15,242 4		$30,225 4	$26,000 1	$19,772 5
Chemistry	$29,870 14	$33,159 2				$25,061 35 $30,000 $16,800	$23,122 12	$31,523 21 $33,600 $29,400	$28,200 1				$29,000 1	$26,300 2		$28,363 7		$27,830 6
Geological						$22,800 1	$28,647 4							$25,589 4			$30,000 1	$23,000 2
Mathematics (incl. Statistics)	$26,876 5	$28,209 11		$30,180 16	$23,707 3	$30,240 4	$28,199 3	$29,764 10	$20,800 1	$27,247 40 $31,812 $23,500	$27,372 14	$28,287 18	$27,912 67 $32,800 $23,500			$28,462 42 $31,000 $25,000	$19,400 1	$26,344 16
Physics	$30,715 9	$26,000 1	$26,317 4	$27,594 3	$29,607 3	$25,963 6	$30,498 2	$29,342 6	$26,400 1	$33,660 1	$29,204 3	$31,536 1				$33,000 1		$22,120 2
Other Physical & Earth Sciences	$27,040 1					$28,000 1		$25,848 5										

BACHELOR'S SUMMARY

Nontechnical Curricula	$25,393 $30,000 $22,000	53	$26,570 $30,000 $24,000	42	$24,833	3	$29,052	17	$33,000	1	$23,157	12	$25,244	11	$30,880	10			$25,938 $30,480 $20,500	227	$26,190 $30,000 $22,106	272	$27,024 $31,800 $22,000	194	$26,735 $30,600 $22,000	21	$20,754	15	$17,333	3	$27,387 $32,450 $23,500	676	$22,722 $30,000 $16,000	245	$21,400 $27,000 $17,000	2987
Technical Curricula	$30,569 $33,300 $27,040	3481	$30,303 $33,000 $26,000	545	$30,123 $32,796 $25,500	527	$30,573 $33,996 $26,500	720	$30,884 $33,500 $27,996	483	$30,732 $34,296 $25,343	1220	$29,062 $33,000 $24,342	565	$31,906 $34,860 $28,000	2331	$30,614 $33,600 $26,000	1465	$27,872 $32,400 $22,000	1163	$27,284 $32,760 $19,493	302	$28,748 $32,500 $24,480	590	$28,745 $33,000 $24,000	116	$21,010 $27,720 $15,000	134	$22,464 $27,580 $15,600	66	$29,383 $33,996 $25,000	660	$25,442 $30,000 $19,400	21	$27,416 $32,700 $20,000	331

FUNCTIONAL AREA CATEGORIES - Continued

Bachelor's Degree Curricula	OTHER FUNCTIONAL AREAS							
	Mathematician/ Statistician	Nurses/ Personal Care	Other Health Related	Paralegal	Performing Arts (Entertainment)	Research (Nontechnical)	Research (Technical)	Teaching
Accounting								$26,618 3
Business Administration incl. Management Science	$26,400 2		$27,789 5	$22,660 5		$23,833 6	$30,940 1	$23,100 6
Distribution Management	$19,493 1							
Economics & Finance (incl. Banking)	$26,500 6		$12,000 1	$24,349 10		$24,056 7	$18,996 3	$20,833 6
Hotel / Restaurant Management			$23,600 1					
Human Resources (incl. Labor Relations)								
Management Information Systems	$30,500 3							
Marketing / Marketing Management (incl. Research)	$22,159 3		$21,560 4					$23,000 1
Real Estate								
Advertising								$20,916 1
Communications			$18,000 2			$20,000 1		$21,700 2
Journalism								$16,803 3
Telecommunications / Broadcasting				$13,000 1				
Elementary Education			$20,800 1					$18,739 577 $23,000 $13,650
Pre-Elementary Education								$17,016 17
Physical Education			$17,712 2					$19,036 43 $23,100 $14,200
Special Education		$19,000 1						$19,945 116 $24,207 $17,250

Curriculum / Continued	OTHER FUNCTIONAL AREAS							
	Mathematician/ Statistician	Nurses: Personal Care	Other Health Related	Paralegal	Performing Arts (Entertainment)	Research (Nontechnical)	Research (Technical)	Teaching
Human Ecology			$20,917 6					$19,846 5
Textiles & Clothing								
Merchandising Management								
Foreign Languages				$20,000 7		$18,000 1		$20,513 15
Letters			$14,004 1	$20,531 20 $24,000 $18,500	$15,800 1	-		$18,688 58 $23,000 $12,000
Visual & Performing Arts			$12,456 1	$24,700 2	$16,400 11			$18,323 42 $21,000 $15,200
Humanities Other	$18,726 1		$16,200 2	$23,500 2				$21,953 12
Criminal Justice				$12,710 2		$20,000 1		
History			$26,496 3	$20,461 26 $24,000 $18,000	$11,136 1	$19,493 1		$19,208 19
Political Science / Government			$18,000 1	$20,818 19	$17,313 1	$23,600 5		$15,597 12
Psychology	$33,500 1	$23,323 3	$16,769 15	$19,625 4		$17,600 5	$23,500 2	$17,145 11
Sociology			$17,500 3	$20,000 2		$32,000 1		
Social Sciences Other		$31,633 3	$18,750 4	$21,000 5		$16,600 2		$19,449 19
Aerospace & Aeronautical Engineering							$25,000 1	
Agricultural Engineering								
Architectural Engineering								
Bioengineering & Biomedical Engineering								
Chemical Engineering	$33,500 1		$30,996 1				$33,100 2	$24,561 3
Civil Engineering					$30,000 1			
Computer Engineering								

Curriculum Continued	OTHER FUNCTIONAL AREAS							
	Mathematician/ Statistician	Nurses/ Personal Care	Other Health Related	Paralegal	Performing Arts (Entertainment)	Research (Nontechnical)	Research (Technical)	Teaching
Electrical Engineering	$31,500 1		$26,000 1				$31,250 2	
Industrial Engineering			$28,333 3					
Mechanical Engineering			$24,850 2				$17,300 1	
Metallurgical Engineering								
Mining Engineering								
Nuclear Engineering			$31,320 1					
Petroleum Engineering								
Textile Engineering								
Engineering Technology							$26,496 1	
Industrial Technology			$18,000 1					
Agribusiness	$20,000 1							
Animal Sciences				$15,000 1				
Plant Sciences		$15,780 1					$18,000 1	
Natural Resources								$20,400 1
Other Agricultural Sciences			$16,330 2					
Computer Science	$27,633 2			$18,000 1		$19,493 1	$30,000 1	$18,825 4
Computer Programming								
Information Sciences & Systems								
Systems Analysis								
Allied Health			$24,855 86 $30,000 $19,500					$18,524 2

Curriculum Continued

	OTHER FUNCTIONAL AREAS							
	Mathematician/ Statistician	Nurses/ Personal Care	Other Health Related	Paralegal	Performing Arts (Entertainment)	Research (Nontechnical)	Research (Technical)	Teaching
Health Sciences		$40,000 1	$20,090 34 $26,500 $15,000	$24,000 1				$20,908 8
Nursing		$24,912 326 $30,000 $20,000	$23,958 4					
Pharmacy			$37,154 284 $42,000 $29,700				$31,038 2	
Actuarial								$20,150 1
Architectural & Environmental Design				$42,000 1				
Biological			$20,353 15			$20,350 2	$18,729 22 $22,000 $14,100	$17,649 11
Chemistry			$16,000 2			$26,237 14	$23,670 20 $31,000 $15,600	$18,790 5
Geological							$15,447 2	
Mathematics (incl. Statistics)	$25,076 42 $29,948 $18,710		$22,000 1	$18,667 3				$19,502 40 $22,300 $16,000
Physics							$24,250 4	$17,450 2
Other Physical & Earth Sciences				$20,000 1				$16,703 7

BACHELOR'S SUMMARY

Nontechnical Curricula	$25,970 17	$26,267 7	$19,498 52 $25,000 $13,500	$20,880 105 $25,400 $18,000	$16,030 14	$22,003 30 $31,000 $16,000	$22,480 6	$18,955 968 $23,561 $13,800
Technical Curricula	$25,303 47 $31,500 $18,710	$24,930 328 $30,000 $20,000	$32,345 449 $41,000 $19,700	$21,875 8	$30,080 1	$25,140 17	$22,380 58 $31,000 $15,000	$19,379 84 $24,000 $15,360

AVERAGE YEARLY SALARY OFFERS

Master's Degree Candidates

(Data Combined for Men and Women)
(Inexperienced)

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1988	Percentiles		
	September 1989	September 1989	September 1988		90th	50th	10th
Business							
Accounting	463	**$28,849**	$27,468	5.0%	$33,000	$28,992	$24,996
MBA-Nontechnical undergraduate							
1 year or less	885	**33,873**	33,468	1.2	42,600	33,000	25,000
1 to 2 years	529	**41,283**	40,632	1.6	55,000	40,200	27,600
2 to 4 years	605	**42,952**	41,952	2.4	55,000	43,000	31,000
Over 4 years	540	**44,529**	43,128	3.2	57,600	45,000	30,504
MBA-Technical undergraduate degree							
1 year or less	268	**37,102**	38,388	-3.3	48,000	35,000	28,500
1 to 2 years	136	**44,282**	43,152	2.6	60,000	44,000	31,600
2 to 4 years	263	**46,921**	44,028	6.6	60,000	46,500	33,000
Over 4 years	212	**49,296**	45,456	8.4	65,000	48,984	35,000
MS-Business	60	**33,244**	31,596	5.2	43,000	32,200	25,000
Distribution Management	3	**30,600**	N/A	N/A	*	*	*
Economics & Finance	194	**34,050**	N/A	N/A	44,000	33,950	24,000
Labor/Industrial Relations (incl. Human Resources)	44	**31,947**	33,312	-4.1	38,000	32,500	26,400
Management Information Systems	42	**32,067**	30,972	3.5	38,376	32,020	24,500
Marketing/Marketing Management (incl. Marketing Research)	70	**34,105**	N/A	N/A	43,000	33,800	24,000
Communications							
Advertising	+	+	N/A	N/A			
Communication	5	**23,520**	N/A	N/A	*	*	*
Journalism	5	**23,240**	N/A	N/A	*	*	*
Education							
Education Administration	16	**23,971**	N/A	N/A	*	*	*
Elementary Education	31	**22,037**	N/A	N/A	25,106	22,901	19,000
Physical Education	1	**12,000**	N/A	N/A	*	*	*
Reading Education	1	**16,380**	N/A	N/A	*	*	*
Special Education	27	**21,810**	N/A	N/A	24,000	21,617	20,051
HUMANITIES & SOCIAL SCIENCES							
Foreign Languages	2	**18,054**	N/A	N/A	*	*	*
Letters (incl. Eng. Lit. etc)	9	**24,334**	N/A	N/A	*	*	*
Visual & Performing Arts	14	**19,945**	N/A	N/A	*	*	*
Humanities-Other	2	**32,000**	N/A	N/A	*	*	*
Criminal Justice	+	+	N/A	N/A			
History	5	**19,185**	N/A	N/A	*	*	*
Political Science/Government	12	**29,409**	N/A	N/A	*	*	*
Psychology	27	**24,390**	N/A	N/A	34,200	23,600	16,000
Sociology	5	**24,272**	N/A	N/A	*	*	*
Social Sciences	26	**26,030**	N/A	N/A	34,200	24,048	16,800
Engineering							
Aerospace & Aeronautical	84	**34,381**	34,452	-0.2	37,750	34,500	30,396
Agricultural	1	**32,400**	N/A	N/A	*	*	*
Bioengineering & Biomedical	11	**34,930**	41,004	*	*	*	*
Chemical	209	**35,952**	34,296	4.8	37,800	36,120	33,600
Civil	203	**30,833**	30,396	1.4	35,000	30,500	26,400
Computer	100	**36,760**	N/A	N/A	43,200	36,600	30,396
Electrical	661	**36,215**	N/A	N/A	41,196	36,088	30,600
Industrial	119	**34,295**	33,756	1.6	41,000	34,500	29,520
Mechanical	470	**35,131**	34,116	3.0	38,400	35,000	31,200
Metallurgical	69	**35,039**	34,080	2.8	37,500	35,000	32,000
Mining & Mineral	14	**31,920**	N/A	N/A	*	*	*
Nuclear	16	**34,888**	32,856	*	*	*	*
Petroleum	27	**38,231**	N/A	N/A	42,960	37,500	33,600

N/A - No historic data available + No offers reported
* Not computed for fewer than 20 offers

Continued . . .

AVERAGE YEARLY SALARY OFFERS

Master's Degree Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1988	Percentiles		
	September 1989	September 1989	September 1988		90th	50th	10th
Health Sciences							
Allied Health	21	**$ 27,753**	N/A	N/A	$ 35,000	$ 26,000	$ 22,713
Health Sciences	21	**22,572**	N/A	N/A	26,016	21,000	18,400
Nursing	8	**26,780**	N/A	N/A	*	*	*
Sciences							
Agricultural & Natural Resources	14	**23,835**	N/A	N/A	*	*	*
Architectural & Environment Design	3	**27,327**	N/A	N/A	*	*	*
Biological	5	**25,063**	21,876	*	*	*	*
Chemistry	50	**31,382**	31,572	-0.6 %	35,000	31,800	26,000
Computer Science	251	**35,690**	34,560	3.3	41,000	36,000	28,992
Geological Sciences	80	**31,148**	29,808	4.5	36,500	31,250	24,000
Mathematics	36	**30,932**	29,640	4.4	36,000	31,200	25,000
Physics	14	**30,686**	34,728	*	*	*	*
Polymer	6	**34,137**	N/A	N/A	*	*	*
	6,995						

Doctoral Candidates

Business							
Business Administration & Management	6	**$47,333**	N/A	N/A	*	*	*
Computer & Information Sciences	19	**49,743**	$50,712	*	*	*	*
Education							
Education Administration	33	**44,168**	N/A	N/A	$53,000	$44,000	$30,000
Humanities & Social Sciences							
Economics	5	**38,060**	N/A	N/A	*	*	*
English	8	**24,125**	N/A	N/A	*	*	*
Foreign Languages	4	**25,250**	N/A	N/A	*	*	*
Psychology	11	**32,965**	N/A	N/A	*	*	*
Sociology	1	**27,000**	N/A	N/A	*	*	*
Engineering							
Aerospace	12	**49,493**	47,304	*	*	*	*
Chemical	212	**47,717**	45,888	4.0%	51,000	48,000	44,000
Civil	13	**39,438**	38,160	*	*	*	*
Computer	9	**52,433**	N/A	N/A	*	*	*
Electrical	75	**50,482**	N/A	N/A	61,000	51,600	38,000
Mechanical	21	**46,771**	45,888	1.9	50,400	46,200	41,200
Metallurgical	24	**48,464**	45,780	5.9	52,000	50,000	44,000
Sciences							
Agricultural & Natural Resources	8	**43,278**	N/A	N/A	*	*	*
Biological	1	**50,000**	30,828	*	*	*	*
Chemistry	198	**43,147**	41,292	4.5	46,800	43,800	40,500
Geology & Geological Sciences	15	**33,431**	N/A	N/A	*	*	*
Mathematics	8	**45,438**	40,668	*	*	*	*
Physics	28	**42,263**	42,480	-0.5	50,000	43,200	31,800
Polymer	14	**44,626**	41,244	*	*	*	*
	725						

N/A - No historic data available * Not computed for fewer than 20 offers

1988-89 SALARY SURVEY PARTICIPANTS

ECPO

Alfred University
Babson College
Bard College
Bentley College
Boston College
Boston University
University of Bridgeport
Brown University
Buffalo State College
Clarkson University
Columbia University
University of Connecticut
Cornell University
CUNY-Bernard M. Baruch
CUNY-Baruch College-Business & Public Administration
CUNY-City College
CUNY-Graduate School & University Center
CUNY-Hunter College
Dartmouth College
Eastern Nazarene College
Fordham University-Lincoln Center
Fordham University
Franklin Pierce College
Husson College
Ithaca College
The King's College
LeMoyne College
Long Island University
University of Maine-Orono
Manhattan College
Manhattanville College
Marist College
MIT
MIT-Sloan School of Management
University of Massachusetts-Amherst
Mount Holyoke College
New Hampshire College
NYU-Grad. School of Business
New School for Social Research Graduate School
Northeastern University
Pace University-New York City
Pace University-Westchester
Polytechnic University
Post College
Pratt Institute
Regis College
Rensselaer Polytechnic University
Rhode Island School of Design
University of Rhode Island
Roberts Wesleyan College
University of Rochester
University of Rochester-W. E. Simon Graduate School of Business
Sacred Heart University
Saint Anselm College
St. John Fisher College
St. Joseph's College
St. Joseph's University
SUNY-Buffalo
SUNY-Cortland
SUNY-Geneseo
SUNY-Plattsburgh
SUNY-Purchase
Syracuse University
Union College
Vassar College
Wells College
Williams College
Worcester Polytechnic Institute

MAPA

Bloomsburg University
Bluefield State College
Bryn Mawr College
Bucknell University
California University of Pennsylvania
Capitol College
Carnegie-Mellon University
Catholic University of America
Centenary College
Delaware State College
University of Delaware
University of District of Columbia
Drew University
Elizabethtown College
Fairleigh Dickinson-Rutherford
Fairleigh Dickinson-Teaneck
Gannon University
Georgetown University
George Washington University
Gettysburg College
Glenville State College
Grove City College
Hampden-Sydney College
Haverford College
James Madison University
Juniata College
Kutztown University
Lafayette College
LaSalle University
Lehigh University
Lock Haven University
Lycoming College
Mansfield University
University of Maryland Baltimore County
University of Maryland-College Park
Marymount University-Graduate School
Neumann College
New Jersey Institute of Technology
Penn State University
Penn State-Behrend College
Penn State-Capitol Campus
University of Pennsylvania
University of Pittsburgh
Point Park College
Princeton University
Ramapo College of NJ
Rutgers University-Camden Arts & Science
Rutgers University-Newark
Rutgers University-New Brunswick
University of Scranton
Spring Garden College
Susquehanna University
Swarthmore College
Temple University
Trenton State University
Ursinus College
Villanova University
Virginia State University
Virginia Wesleyan University
Washington & Lee University
West Virginia Institute of Technology
West Virginia University
Widener University

MCPA

Adrian College
University of Akron
Anderson University
Augustana College
Augustana College-Sioux Falls
Bradley University
Buena Vista College
Calvin College
Capital University
Case Western Reserve University
Cedarville College
Central Missouri State University
University of Chicago
University of Chicago-Graduate School of Business
University of Cincinnati
Cleveland State University
Coe College
Concordia College
Davenport College Grand Rapids
University of Dayton
Defiance College
DePaul University
DePauw University
Doane College
Dordt College
Eastern Michigan University
Emporia State College
Eureka College
Ferris State University
Franciscan University Steubenville
Grace College
Grand View College
Hanover College
IIT-Illinois Institute of Technology
University of Illinois-Chicago
University of Illinois-Chemistry & Chemical Engineering
University of Illinois-Commerce & Business
University of Illinois-Engrg
Indiana University
Indiana University-Northwest
Indiana University/Purdue University-Indianapolis
Iowa State University-Agri.
Iowa State University-Business, Science & Humanities
Iowa State University-Design
Iowa State University-Engrg.
Iowa State University-Family & Consumer Science
Iowa State University-Veterinary Medicine
University of Iowa
University of Iowa-Engrg.
John Carroll University
Judson College
University of Kansas-Arts
University of Kansas-Business
University of Kansas-Engrg.
Kenyon College
Knox College
Lawrence University
Loras College
Mac Murray College
Manchester College
Marietta College
Marquette University
Mayville State University
Michigan State University
Michigan Tech University
University of Michigan-Ann Arbor-Business Administration
University of Michigan-Ann Arbor-Engineering
University of Michigan-Dearborn
University of Minnesota-Agriculture
University of Minnesota-Carlson School of Management
Minot State University
University of Missouri-Columbia-Engineering
University of Missouri-Rolla
University of Missouri-St. Louis
Missouri Western State College
College of Mount St. Joseph
Mundelein College
Muskingum College
North Central College
University of North Dakota
Northern Illinois University
Northern Michigan University
Northland College
Northwestern College
Northwestern University
Northwestern University-Kellogg Graduate School of Business
Northwest Missouri State University
Ohio Northern University
Ohio State University-Agriculture
Ohio State University-Arts & Science
Ohio State University-Business
Ohio State University-Engrg.
Ohio University
Ohio Wesleyan University
Otterbein College
Pittsburg State University
Purdue University
Rockford College
Saginaw Valley State University
Southern Illinois University-Carbondale
Southern Illinois University-Edwardsville
Southwest Missouri State University
St. Ambrose University
College of St. Thomas
Stephens College
Taylor University
University of Toledo
Tri-State University
Washington University-School of Business
Wayne State University
Westmar College
University of Wisconsin-Eau Claire
University of Wisconsin-Green Bay
University of Wisconsin-Madison-Arts
University of Wisconsin-Madison-Business
University of Wisconsin-Madison-Engineering
University of Wisconsin-Platteville
University of Wisconsin-River Falls
College of Wooster
Wright State University
Youngstown State University

RMCPA

University of Arizona
Brigham Young University
Carroll College
Colorado School of Mines
Colorado State University
Colorado Tech
University of Colorado
University of Denver
Eastern Montana College
Kansas State University
Montana State University
University of Montana
University of Nebraska-Lincoln
New Mexico Institute of Mining & Technology
New Mexico State University
University of New Mexico
Northern Arizona University
University of Northern Colorado
South Dakota School of Mines
University of South Dakota-Business
Utah State University
University of Utah
Washburn University
University of Wyoming

SCPA

Alabama A&M University
University of Alabama
University of Alabama-Engrg
University of Alabama-Birmingham
Auburn University
Augusta College
Bellarmine College
Berry College
Catawba College
University of Central Florida
Centre College
The Citadel, Military College of South Carolina
Clemson University
Duke University
Duke University-Fuqua School of Business
East Carolina University
Eastern Kentucky University
East Tennessee State University
Elon College
Emory University-Business
Florida Atlantic University
Florida State University
University of Florida
Georgia College
Georgia Institute of Technology
Georgia Southern College
Georgia Southwestern College
Georgia State University
University of Georgia
Hampton University
Jacksonville University
University of Kentucky
Louisiana College
Louisiana State University
University of Louisville
Mars Hill College
Mary Washington College
Memphis State University
Middle Tennessee State University
Millsaps College
Mississippi State University
University of Mississippi
Morehead State University
Morris College
North Carolina A&T State University
North Carolina Central University
North Carolina State University-Textiles
University of North Carolina-Asheville
University of North Carolina-Chapel Hill
University of North Carolina-Greensboro
Northeast Louisiana University
Northern Kentucky University
University of North Florida
Oglethorpe University
Old Dominion University
Presbyterian College
Queens College
Randolph-Macon Woman's College
Rollins College
University of South Alabama
University of South Carolina
University of South Carolina-Aiken
Southern College of Technology
University of Southern Mississippi
University of South Florida
Spring Hill College
Tennessee Tech University
University of Tennessee-Chattanooga
University of Tennessee-Knoxville
Tulane University
Valdosta State College
Vanderbilt University
Vanderbilt University-Owen Grad. School of Management
Virginia Tech & State University
University of Virginia
Wake Forest University
Wake Forest University-Babcock Grad. School of Management
Western Carolina University
Western Kentucky University
College of William & Mary
Winthrop College
Wofford College
Xavier University of Louisiana

SWPA

American Grad School of International Management-Thunderbird
Arkansas College
Baylor University
Corpus Christi State University
Hendrix College
University of Houston
University of Houston-Clear Lake
Kansas Wesleyan
Lamar University
Langston University
Louisiana Tech University
University of North Texas
Northwestern Oklahoma State University
Oklahoma State University
Oklahoma State Uniersity Engineering
University of Oklahoma
Pan American University
Prairie View A & M University
Sam Houston State University
Southern Methodist University
Stephen F. Austin State University
Texas A & I University
Texas A&M University
Texas Lutheran College
Texas Tech University
University of Texas-Arlington
University of Texas-Austin-Business Administration
University of Texas-Austin-Engineering
University of Texas-El Paso
University of Texas-Tyler

WCPA

Arizona State University
California Inst. of Technology
California Poly. State University-San Luis Obispo
California State Poly University-Pomona
California State University-Fresno
California State University-Hayward
California State University-Long Beach
California State University-Los Angeles
California State University-Sacramento
University of California-Los Angeles
Gonzaga University
University of Idaho
Loyola Marymount University
Monterey Institute of International Studies
University of Nevada-Reno
Oregon State University
University of Oregon
Portland State University
University of Redlands
Saint Mary's College
San Diego State University
University of San Francisco
San Jose State University
Santa Clara University
University of Southern California
University of Southern California-Graduate School of Business
Stanford University
Washington State University
University of Washington
Westmont College